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The Commonwealth of Massachusetts
BUREAU OF STATISTICS
CHARLES F. GETTEMY, Director

Oct. 28, 1915

LABOR BULLETIN No. 109
(Being Part VI of the Annual Report on the Statistics of Labor for 1915)

WAGES AND HOURS OF LABOR IN THE MANUFACTURE OF PAPER PRODUCTS IN MASSACHUSETTS

JULY 1, 1915

BOSTON
WRIGHT & POTTER PRINTING COMPANY
STATE PRINTERS
1915

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Rooms 250-258, State House, Boston

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Section 1. There shall be a Bureau of Statistics, the duties of which shall be to collect, assort, arrange, and publish statistical information relative to the commercial, industrial, social, educational, and sanitary condition of the people, the productive industries of the Commonwealth, and the financial affairs of the cities and towns; to establish and maintain free employment offices . . . ; and to take the Decennial Census of the Commonwealth required by the Constitution and present the results thereof in such manner as the General Court may determine.

Approved by the State Board of Publication.

The Commonwealth of Massachusetts
BUREAU OF STATISTICS
CHARLES F. GETTEMY, Director

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in the
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WAGES AND HOURS OF LABOR

IN THE

MANUFACTURE OF PAPER PRODUCTS IN MASSACHUSETTS.

I.

INTRODUCTION AND GENERAL SUMMARY.

This inquiry into the earnings and hours of labor of wage-earners in establishments engaged in the manufacture of paper products in Massachusetts has been made by the Bureau under the law governing its general duties and pursuant to a policy adopted several years ago of making an annual study of wages paid and hours worked by different groups of wage-earners in this Commonwealth. The report here presented supplements in a measure the investigation made at the same time and along similar lines in the paper and wood pulp industry in Massachusetts, the results of which have already been published in Labor Bulletin No. 103.

The information sought for the basis of this report was secured directly by our Special Agents who visited each establishment in the industries studied and in most cases personally copied the desired data from the pay-rolls. The employers were asked to submit a complete pay-roll of amounts paid to their employees together with their hours of labor in a representative week.[1] The week for which the pay-rolls were taken was in *all* cases intended to be normal, with the mills running *full time* and employing their usual number of workers. It should be understood, therefore, that the general conditions shown may be regarded as those existing in the establishments in this industry during periods of full activity. Where employees worked considerably more or less than a full week, it is because it is the usual condition for employees to work frequently other than the regular schedule of hours in the establishments.

[1] The term "representative week" as used in this report means the week covered by this inquiry, *i.e.*, the week for which the data were taken from the pay-rolls of the establishments by the agents of this Bureau.

In order to arrive at more representative weekly earnings for piece-workers, who would naturally have no fixed weekly rate of pay, the actual earnings of this class of workers were obtained for three weeks. In all such cases where three weeks' earnings were secured the individual earnings have been divided by three in order to reduce them to a weekly basis for ready comparison.

The information here presented shows conditions existing in October, 1912, but it is of utmost importance to understand that the data also represent to a very considerable degree the conditions existing in 1915, as shown by a supplementary inquiry made by this Bureau in February, 1915, covering the same establishments considered in 1912.[1]

As the nature of the industries forming the basis of this study was somewhat diversified, the statistical results are presented in three main groups: (1) Paper Box Making; (2) Envelope Making; and (3) Other Paper Products.

The term "paper box factory" as used in this report includes not only those manufacturing establishments which are devoted exclusively to making paper boxes, such as candy and shoe boxes, folding boxes, etc., but also the factories engaged primarily in producing other goods and carrying on the manufacture of paper boxes in connection with their main work, such as shoe factories, candy factories, wooden box factories, etc. From the latter group of establishments data were obtained for those departments only in which the processes connected with the making of paper boxes were carried on.

The term "envelope factory" refers to factory departments engaged solely in the manufacture of envelopes. Data for the departments of these establishments occupied in making paper boxes or other paper goods have been tabulated under those particular industries.

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[1] The result of this inquiry showed that the *general* factory conditions as related to earnings and hours of labor of employees had not materially changed since the investigation in 1912. *Special* increases in wages in the case of employees showing an increased proficiency, or increases naturally coming from length of service, may tend to make pay-rolls a little higher from year to year — this is always a possible factor in any period of years — but, making allowance for these tendencies, they would appear to affect only slightly the general results shown in this report.

Of the 170 different factories covered in this inquiry 95, or 55.9 per cent, employing 5,594, or 45.8 per cent of the total number of wage-earners considered, reported no general change whatever in wages or hours of labor of their employees during the period reviewed. Only 29 mills, or 17.1 per cent, employing an aggregate of 3,884 wage-earners, reported increases of varying amounts in wages since 1912, benefiting 2,511, or 64.6 per cent of their employees.

As to changes in hours of labor during the period in question, certain manufacturers reported some curtailment. It is quite probable, however, that under normal business conditions but slight variations from the general results shown in this report would be observed in the schedules of working hours in these mills. By the provisions of Chapter 831, Section 8, Acts of 1913, which became effective September 1, 1913, minors under 16 years of age were prohibited from working in factories and certain other establishments for more than 48 hours in any one week and in other respects their hours of labor were also regulated. Certain establishments considered in this report found it necessary, in conformity with the provision cited, either to reduce the hours of labor of such minors employed by them or to replace them with older workers.

The term "other paper products factory" is applied to those establishments engaged in the manufacture of divers paper goods, such as labels, tags, bags, cups, cones, tubes, tubs, blank books, writing tablets and pads, stationery (not including envelopes), library supplies, calendars, valentines, paper novelties, wall paper, waterproof paper, etc.

It should be borne in mind that this presentation does not take account of *rates* of wages, *i.e.*, the amount of money paid to an employee for a specified period of time, if on time-work, or for a specified quantity of work, if on piece-work, but shows the *actual earnings*, that is, the sum actually received by the employees, whether they were employed full time or not, in the representative week for which the data were taken from the pay-rolls of the mills by the agents of this Bureau.

The material as secured from the pay-rolls has been tabulated in detail form in a series of general tables classified by occupations and follows the text of this report. Considerable difficulty was encountered in connection with the classification of occupations owing to the fact that many occupations are known by different names in the several mills, and in some establishments the managers were unable to state exact names of a few of the occupations. The occupations for which data have been tabulated have, however, been selected as representative of the industry. This detailed information has also been summarized for use in connection with the following text discussion.

The statistics herein presented were gathered from 170 establishments and cover 12,203 wage-earners of whom 5,924 were engaged in the manufacture of paper boxes, 2,532 in envelope making, and 3,747 in the manufacture of other paper products. According to the common use of the word "wage-earners", office clerks, stenographers, bookkeepers, superintendents, etc., do not rightfully come under this designation, and for this reason data relative to wages and hours of labor of such persons employed by the above establishments were not included in this report.

For the three groups of industries considered collectively, the average weekly earnings of the 4,848 male wage-earners employed in the different establishments, regardless of occupation or of time worked, were found to be $13.04 as compared with an average of $13.30 for the 57.0 per cent of these male employees who earned full-time pay during the representative week for which pay-rolls were copied. The corresponding averages for the 7,249[1] female employees, 43.9 per cent of whom worked full time, were $7.37 a week for all females as compared with $7.59 for those working full time. These average earnings included the wages of 1,542 children

[1] Not including 106 wage-earners for whom information concerning individual earnings was not available for the reason that they paid their own assistants from their earnings as recorded on the manufacturers' pay-rolls.

(357 boys and 1,185 girls) under 16 years of age. To what extent these minors have depressed the general average earnings is a factor of some interest. By eliminating the data for minors under 16 years of age the result shows that the average weekly earnings of all males 16 years of age and over were $13.63, which was greater by 59 cents than the corresponding rate for all males, while the average earnings of females 16 years of age and over were $7.80, which was greater by 43 cents than the corresponding rate for all females.

The highest average earnings for male employees in any one of the groups of industries considered were $14.54 in the envelope making industry, while the box making industry revealed the highest average earnings ($7.61) for female employees.

It should be noted that the term "average earnings", as used throughout this report, does not express the average earnings of employees as individuals, but the average earnings for *all* wage-earners in the industry in a representative week. Where groups contain large numbers of employees the tabulation of classified earnings fairly represents the amounts usually earned by the different classes of employees.

The significance of average weekly earnings paid to the employees must be judged to a certain extent in its relation to the average hours actually worked[1] in a representative week by these employees. This average of hours actually worked by all male employees, regardless of occupations, was found to be 54.2, a figure very closely corresponding to the average customary hours[1] (54.4) which prevailed in the different mills when operating under normal conditions. Similar computations made for all female employees resulted in the following averages: 50.1, actual hours, as compared with 53.3, customary hours.

As the highest average earnings for all male employees were found in the envelope industry, so in this industry were also found the highest average hours (54.8) actually worked by male employees. This industry also showed the maximum average actual hours of labor (51) for females.

[1] The terms "customary working time" and "customary hours" as used in this report mean the regular full-time hours, while the term "actual hours" means the number of hours actually worked in the representative week for which pay-rolls were obtained in this inquiry.

II.

NATURE OF DATA AND METHOD OF PRESENTATION.

1. LOCATION OF ESTABLISHMENTS MANUFACTURING PAPER PRODUCTS.

The following record shows the distribution, by districts and municipalities in the Commonwealth, of the number of establishments engaged in manufacturing paper products covered by this investigation.

Locality.	Number of Establishments
The State.	**170**
Boston and Vicinity.	**44**
Boston,	30
Cambridge,	6
Chelsea,	5
Everett,	1
Medford,	1
Somerville,	1
Brockton and Vicinity.	**16**
Bridgewater,	1
Brockton,	7
Middleborough,	1
Randolph,	1
Rockland,	1
Weymouth,	3
Whitman,	2
Haverhill.	**9**
Lynn.	**6**
Other Municipalities in Eastern Massachusetts.	**39**
Ashland,	1
Attleborough,	1
Beverly,	1
Fall River,	2
Framingham,	1
Hudson,	1
Lawrence,	3
Lowell,	6
Marblehead,	1
Marlborough,	2
Medway,	1
Natick,	1
Needham,	1
New Bedford,	2
Newburyport,	3
North Attleborough,	1
Norton,	1
Pepperell,	2
Salem,	2
Stoneham,	3
Wakefield,	1
Walpole,	1
Waltham,	1
Worcester.	**11**
Other Municipalities in Worcester County.	**13**
Brookfield,	1
Fitchburg,	4
Grafton,	1
Leominster,	3
Milford,	1
Spencer,	2
Webster,	1
Holyoke.	**9**
Springfield.	**14**
Other Municipalities in Western Massachusetts.	**9**
Buckland,	1
Chicopee,	1
Dalton,	1
Greenfield,	1
North Adams,	1
Northampton,	1
Pittsfield,	1
South Hadley,	1
Westfield,	1

The establishments are quite widely scattered over the State; what concentration there is in the industry is found in Eastern Massachusetts. Of the 170 establishments included in the above classification there were 21, in each of which were manufactured more than one of the three classes of products treated, for statistical purposes, as a separate industry in this report. To facilitate, therefore, the comparison between similar occupations, it was deemed advisable to separate the information relative to wages and hours of the employees in these 21 establishments according

to departments and to tabulate it under its specific industry. Accordingly, five of the establishments are represented in each of the three industries and 16 of them in each of two industries, making in all 196 distinct departments represented in the inquiry.

2. GENERAL ORGANIZATION OF THE LABOR FORCE.

In order that a greater individuality of treatment might be afforded, the labor force engaged in the manufacture of paper products has been considered as consisting of three groups: (1) Productive occupations, (2) General occupations in the producing departments, and (3) Power, mechanical, and yard force.

(1) Productive occupations are those peculiar to the manufacture of the several kinds of paper products studied. The work of this group is specialized to a certain extent so that the skilled or the semi-skilled workers are dependent to a considerable degree upon this special industry for employment. The largest proportion of wage-earners naturally falls within this group.

(2) General occupations are those not closely connected with the productive processes, but which are necessary in order to secure successful operation in the producing departments. This class includes stock clerks, laborers, printers, packers, shippers, etc. The duties attached to these occupations, in the majority of cases, are not peculiar to the manufacture of paper products, but might be found as well in any other industry.

(3) The power, mechanical, and yard force is chiefly concerned with keeping in proper working condition the various appliances and machines used in the process of manufacture, in operating the engines which furnish power to the entire plant, and in transportation of materials and of finished product.

To secure, further, a proper understanding of the labor situation in the industry, the data regarding wages and hours of labor have been classified with regard to time-workers and piece-workers. Of the 12,203 wage-earners considered in this investigation, 4,950, or 40.6 per cent, were piece-workers and 7,253, or 59.4 per cent, were time-workers. The proportion of piece-workers was much greater among women than among men.

The following table shows the relative importance, as to numbers, of the various classes of employees in the three different industry groups.

TABLE 1. — *Number and Percentage of Time-workers and Piece-workers in the Three Groups of Industries, Classified by Sex and General Character of Work.*

Paper Box Making.

Classification.	Number of Employees in —				Percentage of Employees in —			Percentage of Employees in Each Class
	All Occupations	Productive Occupations	General Occupations, Producing Departments	Power, Mechanical, and Yard Force	Productive Occupations	General Occupations, Producing Departments	Power, Mechanical, and Yard Force	
Both Sexes.	**5,924**	**4,972**	**818**	**134**	**83.9**	**13.8**	**2.3**	**100.0**
Time-workers, . . .	2,765	1,959	672	134	70.9	24.3	4.8	46.7
Piece-workers, . . .	3,159	3,013	146	–	95.4	4.6	–	53.3
Males.	**1,733**	**1,000**	**599**	**134**	**57.7**	**34.6**	**7.7**	**100.0**
Time-workers, . . .	1,568	886	548	134	56.5	34.9	8.6	90.5
Piece-workers, . . .	165	114	51	–	69.1	30.9	–	9.5
Females.	**4,191**	**3,972**	**219**	**–**	**94.8**	**5.2**	**–**	**100.0**
Time-workers, . . .	1,197	1,073	124	–	89.6	10.4	–	28.6
Piece-workers, . . .	2,994	2,899	95	–	96.8	3.2	–	71.4

Envelope Making.

Both Sexes.	**2,532**	**1,650**	**702**	**180**	**65.2**	**27.7**	**7.1**	**100.0**
Time-workers, . . .	1,450	723	547	180	49.9	37.7	12.4	57.3
Piece-workers, . . .	1,082	927	155	–	85.7	14.3	–	42.7
Males.	**890**	**300**	**410**	**180**	**33.7**	**46.1**	**20.2**	**100.0**
Time-workers, . . .	867	289	398	180	33.3	45.9	20.8	97.4
Piece-workers, . . .	23	11	12	–	47.8	52.2	–	2.6
Females.	**1,642**	**1,350**	**292**	**–**	**82.2**	**17.8**	**–**	**100.0**
Time-workers, . . .	583	434	149	–	74.4	25.6	–	35.5
Piece-workers, . . .	1,059	916	143	–	86.5	13.5	–	64.5

Other Paper Products.

Both Sexes.	**3,747**	**2,646**	**926**	**175**	**70.6**	**24.7**	**4.7**	**100.0**
Time-workers, . . .	3,038	2,030	833	175	66.8	27.4	5.8	81.1
Piece-workers, . . .	709	616	93	–	86.9	13.1	–	18.9
Males.	**2,225**	**1,318**	**732**	**175**	**59.2**	**32.9**	**7.9**	**100.0**
Time-workers, . . .	2,111	1,234	702	175	58.5	33.2	8.3	94.9
Piece-workers, . . .	114	84	30	–	73.7	26.3	–	5.1
Fem ales.	**1,522**	**1,328**	**194**	**–**	**87.3**	**12.7**	**–**	**100.0**
Time-workers, . . .	927	796	131	–	86.0	14.0	–	60.9
Piece-workers, . . .	595	532	63	–	89.4	10.6	–	39.1

III.

EARNINGS OF EMPLOYEES AS SHOWN BY THE PAY-ROLLS.

1. INTRODUCTORY.

The statistics of earnings are presented in this report on an hourly and a weekly basis. Hourly earnings afford a basis for more ready comparison because of the definite time element considered, while weekly earnings show the effect of working-hours on earnings.

In obtaining the wage data sought, the field agents were instructed to secure actual earnings for a given representative week from the pay-rolls of the manufacturers. In addition they were directed to transcribe the hours worked. Naturally, a more complete record of "hours worked" is kept for time-workers, but in the case of employees paid by the piece for the performance of definite tasks, many firms keep no adequate records of hours. Occasionally, employees working on a piece-work basis hire their own assistants and pay them from the gross earnings received from the employers; in all such cases it was found impossible to ascertain the compensation of the assistants. As the amounts entered on the pay-rolls for 106 such workers did not represent individual earnings, they could not be included in the tables treating of earnings.

2. WEEKLY EARNINGS.

The data as to earnings, obtained in this inquiry, are presented for 12,097 wage-earners, of whom 4,848, or 40.1 per cent, were males and 7,249, or 59.9 per cent, were females. These numbers were distributed through the industries under review in the following proportions: Paper box making, 1,733 males and 4,085 females; envelope making, 890 males and 1,642 females; manufacture of other paper products, 2,225 males and 1,522 females.

Variations in weekly earnings are to a certain extent due to differences in the time schedules maintained by the different establishments. Due consideration should therefore be given to the average number of hours actually worked in making comparisons of earnings.

In copying the desired wage data from the manufacturers' pay-rolls, it was found that in some instances no record could be procured of the actual hours worked by a certain number of employees; especially was this true in the case of piece-workers. Therefore, although information as applied to earnings was complete, such employees could not be included in those tabulations where earnings were shown in conjunction with the number of hours worked.

Detailed tables[1] have been prepared so as to show the classified weekly earnings of all groups of employees for whom records of weekly hours of labor were available. The facts are shown for all occupations aggregated, and separately for productive occupations; general occupations in the producing departments; and power, mechanical, and yard occupations. For each wage group the average number of hours worked in the representative week are given. These averages were computed by adding the data for individual employees and dividing the resulting total by the number of employees.

It will be seen by reference to the above-mentioned tables that the group $12 to $12.99 represents the median wage group for the total number of males employed in paper box making as well as in the manufacture of "other paper products", while the group $14 to $14.99 represents the median wage group in the envelope making industry. For the female employees, the group $7 to $7.99 represents the median wage group both in the box making and the envelope making industries, while in the manufacture of "other paper products" the median wage group is $6 to $6.99.

The number of wage-earners falling in the lower wage groups include not only those paid at a comparatively low rate and working full time (many of them children under 16 years of age), but also others paid at a higher rate and falling in this group because they had been absent from work at some time during the week.

A. Comparative Earnings, Classified by Sex and Age of Employees.

For a brief survey of the earnings of employees, a table of cumulative percentages affords an easy method for bringing out clearly the wage level of the various employees. In the following table the employees, male and female, are divided into two age groups, those under 16 years of age and those 16 years of age and over. In all branches of the work specified the difference between the earnings of males and of females 16 years of age and over is pronounced, and in nearly all branches the earnings of boys under 16 years of age are greater than those of girls of corresponding ages. It should not, however, be concluded that for identical work the males received a higher rate of pay than females. On the contrary it was found that in but few instances were the males engaged on precisely the same kind of work as females.

It will be seen that the range of actual wages for females as well as for males under 16 years of age is much the same in the various occupations, although it will readily be noted that considerably larger percentages of girls than of boys are found in the lower wage groups.

[1] See Tables C and D on pages 67 to 80.

TABLE 2. — *Average Weekly Earnings and Percentage of Employees Earning less than Specified Amounts a Week, Classified by Age Groups and Industries.*

Paper Box Making.

Classification.	Total Number of Employees	Average Weekly Earnings	Percentage of Employees Earning a Week — Under $5	Under $6	Under $8	Under $10	Under $12	Under $15	$15 and over
All Occupations.	[1] **5,818**	**$9.06**	**13.6**	**23.4**	**44.0**	**65.3**	**78.4**	**90.6**	**9.4**
Males.	*1,733*	*12.47*	*4.4*	*6.6*	*13.6*	*26.9*	*42.9*	*71.8*	*28.2*
Under 16 years of age,	131	5.68	37.4	54.2	86.3	98.5	98.5	100.0	–
16 years and over,	1,602	13.03	1.7	2.7	7.6	21.0	38.3	69.5	30.5
Females.	[1] *4,085*	*7.61*	*17.4*	*30.6*	*56.9*	*81.6*	*93.5*	*98.6*	*1.4*
Under 16 years of age,	607	5.04	57.5	78.4	92.2	97.2	99.1	100.0	–
16 years and over,	3,478	8.06	10.4	22.2	50.8	78.9	92.5	98.3	1.7
Productive Occupations.	[1] **4,866**	**8.51**	**15.1**	**26.0**	**48.7**	**71.7**	**84.6**	**93.7**	**6.3**
Males.	*1,000*	*11.91*	*5.8*	*8.9*	*18.1*	*34.0*	*51.0*	*74.9*	*25.1*
Under 16 years of age,	106	5.58	37.7	57.5	87.7	98.1	98.1	100.0	–
16 years and over,	894	12.67	2.0	3.1	9.8	26.4	45.4	71.9	28.1
Females.	[1] *3,866*	*7.63*	*17.5*	*30.5*	*56.6*	*81.5*	*93.2*	*98.5*	*1.5*
Under 16 years of age,	553	5.02	59.1	78.8	91.9	96.9	99.1	100.0	–
16 years and over,	3,313	8.06	10.6	22.4	50.7	78.9	92.3	98.3	1.7
General Occupations, Producing Departments.	**818**	**11.53**	**6.4**	**11.5**	**23.2**	**36.9**	**52.0**	**76.5**	**23.5**
Males.	*599*	*13.09*	*3.0*	*4.0*	*8.8*	*19.7*	*35.4*	*68.3*	*31.7*
Under 16 years of age,	25	6.09	36.0	40.0	80.0	100.0	100.0	100.0	–
16 years and over,	574	13.40	1.6	2.4	5.7	16.2	32.6	66.9	33.1
Females.	*219*	*7.27*	*15.5*	*32.0*	*62.6*	*84.0*	*97.3*	*99.1*	*0.9*
Under 16 years of age,	54	5.21	40.7	74.1	96.3	100.0	100.0	100.0	–
16 years and over,	165	7.94	7.3	18.2	51.5	78.8	96.4	98.8	1.2
Power, Mechanical, and Yard Force. [2]	**134**	**13.85**	**0.7**	**0.7**	**0.7**	**6.0**	**15.7**	**64.2**	**35.8**
16 years and over,	134	13.85	0.7	0.7	0.7	6.0	15.7	64.2	35.8

Envelope Making.

Classification.	Total Number of Employees	Average Weekly Earnings	Under $5	Under $6	Under $8	Under $10	Under $12	Under $15	$15 and over
All Occupations.	**2,532**	**$9.90**	**8.0**	**19.8**	**44.4**	**66.0**	**74.3**	**83.3**	**16.7**
Males.	*890*	*14.54*	*1.9*	*5.5*	*11.9*	*22.2*	*31.9*	*53.1*	*46.9*
Under 16 years of age,	53	5.39	20.8	64.2	96.2	100.0	100.0	100.0	–
16 years and over,	837	15.12	0.7	1.8	6.6	17.3	27.6	50.2	49.8
Females.	*1,642*	*7.38*	*11.3*	*27.6*	*62.0*	*89.8*	*97.3*	*99.6*	*0.4*
Under 16 years of age,	189	5.14	40.7	85.2	98.9	100.0	100.0	100.0	–
16 years and over,	1,453	7.68	7.5	20.1	57.2	88.4	96.9	99.5	0.5
Productive Occupations.	**1,650**	**8.91**	**9.9**	**23.6**	**52.2**	**76.3**	**83.9**	**89.7**	**10.3**
Males.	*300*	*15.90*	*0.3*	*3.7*	*6.7*	*15.0*	*24.3*	*45.7*	*54.3*
Under 16 years of age,	14	5.75	7.1	64.3	92.9	100.0	100.0	100.0	–
16 years and over,	286	16.39	–	0.7	2.4	10.8	20.6	43.0	57.0
Females.	*1,350*	*7.36*	*12.1*	*28.0*	*62.4*	*89.9*	*97.2*	*99.5*	*0.5*
Under 16 years of age,	159	5.09	42.1	84.9	99.4	100.0	100.0	100.0	–
16 years and over,	1,191	7.66	8.1	20.4	57.4	88.6	96.8	99.4	0.6
General Occupations, Producing Departments.	**702**	**10.59**	**5.6**	**16.1**	**37.0**	**57.4**	**67.5**	**81.3**	**18.7**
Males.	*410*	*12.78*	*3.9*	*9.3*	*20.5*	*34.9*	*46.1*	*68.0*	*32.0*
Under 16 years of age,	39	5.26	25.6	64.1	97.4	100.0	100.0	100.0	–
16 years and over,	371	13.57	1.6	3.5	12.4	28.0	40.4	64.7	35.3
Females.	*292*	*7.51*	*7.9*	*25.7*	*60.3*	*89.0*	*97.6*	*100.0*	–
Under 16 years of age,	30	5.38	33.3	86.7	96.7	100.0	100.0	100.0	–
16 years and over,	262	7.75	5.0	18.7	56.1	87.8	97.3	100.0	–
Power, Mechanical, and Yard Force. [2]	**180**	**16.28**	–	–	**1.1**	**5.6**	**12.2**	**31.7**	**68.3**
16 years and over.	180	16.28	–	–	1.1	5.6	12.2	31.7	68.3

[1] Not including 47 employees under 16 years of age and 59 employees over 16 years of age whose actual weekly earnings could not be determined.

[2] All males.

TABLE 2. — *Average Weekly Earnings and Percentage of Employees Earning less than Specified Amounts a Week, Classified by Age Groups and Industries* — Concluded.

Other Paper Products.

CLASSIFICATION.	Total Number of Employees	Average Weekly Earnings	PERCENTAGE OF EMPLOYEES EARNING A WEEK — Under $5	Under $6	Under $8	Under $10	Under $12	Under $15	$15 and over
All Occupations.	**3,747**	**$10.38**	**11.1**	**19.7**	**39.3**	**56.2**	**67.5**	**80.5**	**19.5**
Males.	*2,225*	*12.88*	*4.3*	*7.6*	*16.8*	*31.6*	*47.2*	*67.8*	*32.2*
Under 16 years of age,	173	5.48	28.9	54.9	94.8	100.0	100.0	100.0	–
16 years and over,	2,052	13.50	2.2	3.6	10.2	25.8	42.8	65.1	34.9
Females.	*1,522*	*6.72*	*21.0*	*37.4*	*72.3*	*92.3*	*97.0*	*99.1*	*0.9*
Under 16 years of age,	389	5.46	38.3	66.1	89.5	99.7	100.0	100.0	–
16 years and over,	1,133	7.16	15.1	27.5	66.4	89.8	96.0	98.8	1.2
Productive Occupations.	**2,646**	**9.40**	**12.7**	**22.6**	**46.6**	**65.9**	**76.8**	**87.1**	**12.9**
Males.	*1,318*	*12.14*	*4.9*	*8.8*	*20.2*	*38.1*	*55.5*	*74.4*	*25.6*
Under 16 years of age,	124	5.55	26.6	50.8	95.2	100.0	100.0	100.0	–
16 years and over,	1,194	12.83	2.6	4.4	12.4	31.7	50.8	71.7	28.3
Females.	*1,328*	*6.68*	*20.6*	*36.3*	*72.8*	*93.6*	*98.0*	*99.7*	*0.3*
Under 16 years of age,	324	5.65	34.9	60.8	87.3	99.7	100.0	100.0	–
16 years and over,	1,004	7.02	15.9	28.4	68.1	91.6	97.3	99.6	0.4
General Occupations, Producing Departments.	**926**	**11.95**	**8.4**	**15.0**	**25.7**	**38.0**	**51.0**	**70.6**	**29.4**
Males.	*732*	*13.26*	*4.2*	*7.1*	*14.3*	*26.0*	*40.4*	*64.2*	*35.8*
Under 16 years of age,	49	5.30	34.7	65.3	93.9	100.0	100.0	100.0	–
16 years and over,	683	13.83	2.0	2.9	8.6	20.6	36.2	61.6	38.4
Females.	*194*	*7.00*	*24.2*	*44.8*	*68.6*	*83.5*	*90.7*	*94.8*	*5.2*
Under 16 years of age,	65	4.52	55.4	92.3	100.0	100.0	100.0	100.0	–
16 years and over,	129	8.26	8.5	20.9	52.7	75.2	86.0	92.2	7.8
Power, Mechanical, and Yard Force.[1]	**175**	**16.80**	**0.6**	**0.6**	**1.7**	**5.7**	**13.7**	**33.1**	**66.9**
16 years and over,	175	16.80	0.6	0.6	1.7	5.7	13.7	33.1	66.9

[1] All males.

Paper Box Making. Of the total number of male employees in paper box factories only 131, or 7.6 per cent, were boys under 16 years of age. The average weekly earnings for this age group were $5.68, while the actual earnings of nearly one-half (45.8 per cent) were $6.00 or over in the representative week. The average weekly earnings, as determined for the 1,602 males 16 years of age and over in the industry, were found to be $13.03; approximately one-third (30.5 per cent) were paid $15.00 and over. If the average earnings ($12.47) of all the male employees be compared with the average ($13.03) for those only who were 16 years of age and over, the effect of the wages of boys under 16 years upon the general average earnings of males becomes apparent.

Slightly over one-seventh (14.9 per cent) of the 4,085 female employees whose earnings were reported were under 16 years of age, their average weekly earnings being $5.04. The proportion of this group of workers in the lowest wage group is seen to be large, 57.5 per cent earning less than

$5.00 during the week studied. Of the 3,478 females 16 years of age and over engaged in paper box making, practically one-half (50.8 per cent) earned less than $8.00; over three-quarters (78.9 per cent) earned less than $10.00 as compared with only 21.1 per cent earning $10.00 and over. The average weekly earnings for this group of workers (16 years of age and over) were $8.06.

Envelope Making. The proportion of male employees under 16 years of age engaged in this industry was very small, the average weekly earnings of the 53 reported being $5.39. The average weekly earnings of the 837 males 16 years of age and over were $15.12, the actual earnings of nearly one-half (49.8 per cent) of this number amounting to $15.00 and over.

Considering the 1,642 female employees in the industry, we find that 189, or 11.5 per cent, were under 16 years of age, their weekly earnings averaging $5.14 per employee. Of the 1,453 female workers 16 years of age and over, more than one-half (57.2 per cent) earned under $8.00 in the representative week, while 88.4 per cent earned under $10.00. The difference, amounting to 30 cents, between the average obtained from the earnings of females 16 years of age and over ($7.68) and the average for all females regardless of age ($7.38) represents the effect of the wages paid to girls under 16 years of age upon the general average for females engaged in envelope making.

Other Paper Products. Of the 2,225 male employees engaged in the manufacture of the different paper products in this industry group, 173, or 7.8 per cent, were boys under 16 years of age. The average weekly earnings for this age group were $5.48, while the actual earnings of nearly one-half, or 45.1 per cent, were $6.00 or over during the week under review. The average weekly earnings of the 2,052 males 16 years of age and over were $13.50, the actual earnings of approximately one-third (34.9 per cent) of this number being $15.00 and over.

Female employees under 16 years of age formed 25.6 per cent of the total number for whom data were obtained in this industry group, their average earnings being $5.46 in the representative week. Of the 1,133 females 16 years of age and over, 66.4 per cent earned under $8.00; 89.8 per cent earned under $10.00, the remaining 10.2 per cent earning $10 and over. The average weekly earnings for this group of workers (16 years of age and over) were $7.16.

B. Earnings of Employees with Reference to Time Worked.

In view of the fact that a large proportion of the employees worked other than the customary hours in the several establishments, it will be of interest to compare the average amounts actually earned in a representative week by those employees who worked the normal week and those who worked overtime and undertime. In order to permit of a ready comparison, the average earnings of males and females, without regard to age, are presented in the following table for the productive occupations, the general occupations, and the power, mechanical, and yard occupations. It is clear, from general principles, that the larger the numbers upon which averages are based the more representative, and therefore valuable, is their character.

Table 3. — *Average Weekly Earnings and Number of Employees Who Worked Full Time, Overtime, and Undertime in a Representative Week, Classified by Sex and Industries.*

Paper Box Making.

Classification.	Regardless of Time		Full Time		Overtime		Undertime		Time not Reported	
	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings
All Occupations.	**[1] 5,818**	**$9.06**	**2,947**	**$9.74**	**278**	**$13.72**	**1,908**	**$7.69**	**685**	**$8.01**
Males,	1,733	12.47	1,173	12.66	240	14.67	290	9.95	30	12.09
Females,	4,085	7.61	1,774	7.82	38	7.70	1,618	7.29	655	7.82
Productive Occupations.	**[1] 4,866**	**8.51**	**2,333**	**9.14**	**154**	**12.51**	**1,726**	**7.52**	**653**	**7.93**
Males,	1,000	11.91	681	12.32	124	13.66	177	9.15	18	11.89
Females,	3,866	7.63	1,652	7.83	30	7.74	1,549	7.34	635	7.82
General Occupations, Producing Departments.	**818**	**11.53**	**495**	**11.65**	**111**	**15.08**	**180**	**9.35**	**32**	**9.66**
Males,	599	13.09	373	12.95	103	15.66	111	11.25	12	12.40
Females,	219	7.27	122	7.68	8	7.56	69	6.28	20	8.01
Power, Mechanical, and Yard Force.	**134**	**13.85**	**119**	**13.67**	**13**	**16.38**	**2**	**8.44**	–	–
Males,	134	13.85	119	13.67	13	16.38	2	8.44	–	–

[1] Not including 106 female employees whose actual weekly earnings were not matters of record on the pay-rolls; 22 of these employees worked full time and 84 undertime.

TABLE 3. — *Average Weekly Earnings and Number of Employees Who Worked Full Time, Overtime, and Undertime in a Representative Week, Classified by Sex and Industries* — Concluded.

Envelope Making.

Classification.	Regardless of Time		Full Time		Overtime		Undertime		Time not Reported	
	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings	Number of Employees	Average Weekly Earnings
All Occupations.	**2,532**	**$9.90**	**1,132**	**$10.95**	**222**	**$14.83**	**643**	**$8.62**	**535**	**$7.17**
Males, . . .	890	14.54	485	15.47	222	14.83	178	11.71	5	11.56
Females, . .	1,642	7.38	647	7.56	–	–	465	7.43	530	7.12
Productive Occupations.	**1,650**	**8.91**	**716**	**10.11**	**49**	**16.36**	**432**	**8.06**	**453**	**7.02**
Males, . . .	300	15.90	203	16.60	49	16.36	46	12.68	2	6.60
Females, . .	1,350	7.36	513	7.54	–	–	386	7.51	451	7.02
General Occupations, Producing Departments.	**702**	**10.59**	**317**	**10.91**	**136**	**14.02**	**167**	**8.45**	**82**	**7.99**
Males, . . .	410	12.78	183	13.30	136	14.02	88	9.71	3	15.20
Females, . .	292	7.51	134	7.65	–	–	79	7.05	79	7.72
Power, Mechanical, and Yard Force.	**180**	**16.28**	**99**	**17.16**	**37**	**15.79**	**44**	**14.70**	**–**	**–**
Males, . . .	180	16.28	99	17.16	37	15.79	44	14.70	–	–

Other Paper Products.

All Occupations.	**3,747**	**$10.38**	**1,862**	**$10.61**	**618**	**$15.07**	**1,259**	**$7.69**	**8**	**$17.87**
Males, . . .	2,225	12.88	1,103	13.03	592	15.40	522	9.63	8	17.87
Females, . .	1,522	6.72	759	7.09	26	7.56	737	6.31	–	–
Productive Occupations.	**2,646**	**9.40**	**1,314**	**9.74**	**323**	**14.40**	**1,005**	**7.31**	**4**	**19.12**
Males, . . .	1,318	12.14	654	12.50	302	14.88	358	9.12	4	19.12
Females, . .	1,328	6.68	660	7.02	21	7.55	647	6.31	–	–
General Occupations, Producing Departments.	**926**	**11.95**	**460**	**12.03**	**225**	**15.15**	**237**	**8.68**	**4**	**16.61**
Males, . . .	732	13.26	361	13.25	220	15.32	147	10.11	4	16.61
Females, . .	194	7.00	99	7.59	5	7.56	90	6.33	–	–
Power, Mechanical, and Yard Force.	**175**	**16.80**	**88**	**16.07**	**70**	**17.86**	**17**	**16.17**	**–**	**–**
Males, . . .	175	16.80	88	16.07	70	17.86	17	16.17	–	–

Paper Box Making. The average earnings during the representative week, as computed for 1,733 *male employees* in all occupations in this industry, whether working full time, overtime, or undertime, were $12.47, as compared with an average of $12.66 for the 67.7 per cent of these employees who were reported as working full time. Overtime and undertime workers were found in nearly equal numbers among the males; the average weekly earnings of those who worked overtime were $14.67, while the average for those who worked undertime was $9.95.

If the three main groups of occupations into which the labor force is divided in this report are studied, it will be observed that the average weekly earnings of male employees engaged in paper box making were higher in the power, mechanical, and yard occupations ($13.85) than in either the productive occupations ($11.91) or the general occupations in the producing departments ($13.09), and were everywhere higher in the general than in the productive occupations.

During the week studied the average earnings of the 4,085 *female employees* were $7.61, while the average earnings of the 43.4 per cent of these employees who were reported as working a full-time week were $7.82. Of the 38 employees working overtime the average weekly earnings were $7.70, and of the 1,618 working undertime, $7.29. The earnings of female employees were higher in the productive occupations than in the general occupations.

Envelope Making. The average earnings of the 890 *males* employed in this industry in the representative week were $14.54; for the full-time workers, who formed 54.5 per cent of the total number, the average earnings were $15.47; for the 222 overtime workers, $14.83, and for the 178 undertime workers, $11.71.

The general level of earnings of male employees was higher in the power, mechanical, and yard occupations than in either the productive occupations or the general occupations in the producing departments, and was higher in the productive than in the general occupations.

If the total number of *females* employed in the envelope mills be considered, it will be seen that the average weekly earnings were $7.38, while the average earnings of those who worked full time during the week were $7.56, and, of those who worked undertime, $7.43.

With the exception of the group of undertime workers, the average earnings of female employees were higher in the general occupations, producing departments, than in the productive occupations, this latter group forming 82.2 per cent of all the female envelope makers.

Other Paper Products. Full-time employment was reported for 49.6 per cent of the 2,225 *male employees* reported in this group of industries, the average full-time earnings being $13.03 for the representative week covered by this inquiry. The average weekly earnings as calculated for the male employees who worked overtime were $15.40, and for those working undertime, $9.63. The proportion of males who were reported as working undertime (23.5 per cent) was found to be nearly equal to the percentage of those working overtime (26.6).

As in the paper box industry, the average weekly earnings of the males employed in this group of industries were higher in the power, mechanical, and yard occupations ($16.80) than in either the productive ($12.14)

or the general occupations, producing departments ($13.26), and were higher in the general than in the productive occupations.

Full-time workers and undertime workers among the *female employees* in this industry group were found in about equal numbers during the representative week. The average weekly earnings of the 759 employees who worked full time were $7.09 and of the 737 who worked undertime, $6.31. Only 26 women, or 1.7 per cent, worked overtime, their average weekly earnings being $7.56.

The following table briefly summarizes the average weekly earnings of all males and females whether working full time, overtime, or undertime in selected localities, and also presents comparative average earnings for all those employees working full time during the week under review.

TABLE 4. — *Average Weekly Earnings of All Employees and of Those Who Worked Full Time in a Representative Week, Classified by Industry, Sex, and Localities.*

Paper Box Making.

Localities.	Males				Females			
	All employees		Employees who worked full time		All employees		Employees who worked full time	
	Number	Average Weekly Earnings	Number	Average Weekly Earnings	Number	Average Weekly Earnings	Number	Average Weekly Earnings
All Occupations.	**1,733**	**$12.47**	**1,173**	**$12.66**	**[1] 4,085**	**$7.61**	**[2] 1,774**	**$7.82**
Boston and vicinity,[3]	490	12.18	377	12.85	1,405	7.41	640	7.37
Brockton and vicinity,[4]	137	12.21	116	12.45	299	8.36	121	9.73
Haverhill,	91	13.00	78	13.13	171	8.11	71	9.48
Lynn,	70	13.07	67	13.06	172	8.82	94	8.81
Other municipalities, in Eastern Massachusetts,	568	12.93	325	12.49	879	7.81	344	7.91
Worcester County,	204	11.63	87	11.40	425	6.87	186	7.07
Western Massachusetts,	173	12.48	123	13.08	734	7.47	318	7.68

Envelope Making.

All Occupations.	**890**	**$14.54**	**485**	**$15.47**	**1,642**	**$7.38**	**647**	**$7.56**
Springfield,	324	15.36	169	16.06	734	7.31	149	8.57
Worcester,	239	14.13	171	14.86	428	6.90	245	6.77
Other municipalities,	327	14.03	145	15.50	480	7.93	253	7.74

Other Paper Products.

All Occupations.	**2,225**	**$12.88**	**1,103**	**$13.03**	**1,522**	**$6.72**	**759**	**$7.09**
Boston and vicinity,[3]	293	13.05	199	14.03	276	6.16	157	6.77
Holyoke,	277	11.96	123	12.59	194	7.87	115	8.73
Springfield,	236	11.68	166	12.47	80	7.48	36	7.84
Eastern Massachusetts (not including Boston and vicinity),	1,098	13.07	519	12.74	618	7.02	305	6.93
Worcester County	313	13.65	92	13.72	294	5.23	132	5.94
Berkshire County,	8	17.14	4	20.75	60	8.81	14	9.57

[1] Not including 106 employees whose actual weekly earnings could not be determined.

[2] Not including 22 employees whose actual weekly earnings could not be determined.

[3] Includes Cambridge, Chelsea, Everett, Medford, and Somerville.

[4] Includes Bridgewater, Middleborough, Randolph, Rockland, Weymouth, and Whitman.

C. Classified Weekly Earnings of Time and Piece-workers.

Of the 12,097 paper product mill employees in Massachusetts for whom statistics of earnings are here presented, 7,253, or 60.0 per cent, were time-workers and 4,844, or 40.0 per cent, were piece-workers.

Classified weekly earnings of time and piece-workers of each sex are presented in the following table. The data are arranged so as to show the proportion of all workers and of full-time workers, separated into occupation groups, whose earnings in a representative week fell within certain specified limits.

A survey of this table for the several industries reveals very few marked differences in the average earnings of piece and time-workers; nevertheless, piece-work affords to the skilled individual worker a greater opportunity to earn considerably more than the average worker.

Table 5. — *Average Weekly Earnings and Percentage of Employees Whose Earnings in a Representative Week fell within Specified Limits, Classified by Industries and General Character of Work.*

Paper Box Making.

All Employees.

Classification.	Total Number of Employees	Average Weekly Earnings	Percentage of Employees Earning a Week —							
			Under $6	Under $8	Under $10	Under $12	Under $15	$15 and over	$20 and over	$25 and over
All Occupations.	**[1] 5,818**	**$9.06**	**23.4**	**44.0**	**65.3**	**78.4**	**90.6**	**9.4**	**2.0**	**0.5**
Males.	*1,733*	*12.47*	*6.6*	*13.6*	*26.9*	*42.9*	*71.8*	*28.2*	*6.6*	*1.8*
Time-workers,	1,568	12.48	6.5	13.5	27.2	42.7	71.4	28.6	6.8	1.9
Piece-workers,	165	12.41	7.3	13.9	24.2	44.8	75.8	24.2	4.2	0.6
Females.	*[1] 4,085*	*7.61*	*30.6*	*56.9*	*81.6*	*93.5*	*98.6*	*1.4*	–	–
Time-workers,	1,197	6.53	49.3	68.8	87.9	95.2	98.7	1.3	–	–
Piece-workers,	2,888	8.06	22.8	52.0	79.0	92.7	98.5	1.5	–	–
Productive Occupations.	**[1] 4,866**	**8.51**	**26.0**	**48.7**	**71.7**	**84.6**	**93.7**	**6.3**	**1.4**	**0.4**
Males.	*1,000*	*11.91*	*8.9*	*18.1*	*34.0*	*51.0*	*74.9*	*25.1*	*6.8*	*1.9*
Time-workers,	886	11.92	8.8	17.9	34.1	51.1	74.8	25.2	7.2	2.1
Piece-workers,	114	11.86	9.6	19.3	33.3	50.0	75.4	24.6	3.5	–
Females.	*[1] 3,866*	*7.63*	*30.5*	*56.6*	*81.5*	*93.2*	*98.5*	*1.5*	–	–
Time-workers,	1,073	6.46	51.8	69.4	88.0	94.8	98.6	1.4	–	–
Piece-workers,	2,793	8.08	22.3	51.7	78.9	92.7	98.5	1.5	–	–
Non-productive Occupations.	**952**	**11.86**	**10.0**	**20.1**	**32.6**	**46.8**	**74.8**	**25.2**	**4.8**	**1.3**
Males.	*733*	*13.23*	*3.4*	*7.4*	*17.2*	*31.8*	*67.5*	*32.5*	*6.3*	*1.6*
Time-workers,	682	13.20	3.5	7.8	18.2	31.7	66.9	33.1	6.3	1.6
Piece-workers,	51	13.64	2.0	2.0	3.9	33.3	76.5	23.5	5.9	2.0
Females.	*219*	*7.27*	*32.0*	*62.6*	*84.0*	*97.3*	*99.1*	*0.9*	–	–
Time-workers,	124	7.17	27.4	63.7	87.1	99.2	99.2	0.8	–	–
Piece-workers,	95	7.39	37.9	61.1	80.0	94.7	98.9	1.1	–	–

[1] Not including 106 female piece-workers whose actual weekly earnings were not matters of record on the payrolls.

TABLE 5. — *Average Weekly Earnings and Percentage of Employees Whose Earnings in a Representative Week fell within Specified Limits, Classified by Industries and General Character of Work* — Continued.

Paper Box Making — Concluded.
Employees Who Worked Full Time.

Classification.	Total Number of Employees	Average Weekly Earnings	Percentage of Employees Earning a Week — Under $6	Under $8	Under $10	Under $12	Under $15	$15 and over	$20 and over	$25 and over
All Occupations.	[1] **2,947**	**$9.74**	**19.5**	**35.7**	**56.7**	**70.7**	**87.1**	**12.9**	**2.5**	**0.7**
Males.	*1,173*	*12.66*	*4.4*	*10.4*	*23.5*	*38.6*	*70.3*	*29.7*	*6.2*	*1.8*
Time-workers,	1,130	12.66	4.5	10.5	23.6	38.7	70.2	29.8	6.4	1.9
Piece-workers,	43	12.62	2.3	7.0	20.9	37.2	74.4	25.6	2.3	-
Females.	[1] *1,774*	*7.82*	*29.4*	*52.5*	*78.6*	*91.9*	*98.3*	*1.7*	-	-
Time-workers,	879	7.01	42.8	63.7	85.0	94.0	98.2	1.8	-	-
Piece-workers,	895	8.62	16.3	41.5	72.4	89.8	98.3	1.7	-	-
Productive Occupations.	[1] **2,333**	**9.14**	**23.0**	**41.0**	**64.6**	**78.2**	**90.6**	**9.4**	**2.3**	**0.7**
Males.	*681*	*12.32*	*6.3*	*14.5*	*30.7*	*46.0*	*72.1*	*27.9*	*7.8*	*2.5*
Time-workers,	638	12.30	6.6	15.0	31.3	46.6	71.9	28.1	8.2	2.7
Piece-workers,	43	12.62	2.3	7.0	20.9	37.2	74.4	25.6	2.3	-
Females.	[1] *1,652*	*7.83*	*29.9*	*51.9*	*78.5*	*91.5*	*98.2*	*1.8*	-	-
Time-workers,	793	6.94	45.0	64.1	85.2	93.4	98.1	1.9	-	-
Piece-workers,	859	8.65	15.9	40.7	72.3	89.8	98.3	1.7	-	-
Non-productive Occupations.	**614**	**12.04**	**6.0**	**15.6**	**26.9**	**42.0**	**74.1**	**25.9**	**3.3**	**0.7**
Males.	*492*	*13.13*	*1.8*	*4.7*	*13.6*	*28.5*	*67.9*	*32.1*	*4.1*	*0.8*
Time-workers,	492	13.13	1.8	4.7	13.6	28.5	67.9	32.1	4.1	0.8
Females.	*122*	*7.68*	*23.0*	*59.8*	*80.3*	*96.7*	*99.2*	*0.8*	-	-
Time-workers,	86	7.60	22.1	60.5	82.6	98.8	98.8	1.2	-	-
Piece-workers,	36	7.88	25.0	58.3	75.0	91.7	100.0	-	-	-

Envelope Making.
All Employees.

All Occupations.	**2,532**	**$9.90**	**19.8**	**44.4**	**66.0**	**74.3**	**83.3**	**16.7**	**5.3**	**1.9**
Males.	*890*	*14.54*	*5.5*	*11.9*	*22.2*	*31.9*	*53.1*	*46.9*	*15.1*	*5.3*
Time-workers,	867	14.47	5.7	11.9	22.5	32.3	53.4	46.6	14.8	5.1
Piece-workers,	23	17.19	-	13.0	13.0	17.4	43.5	56.5	26.1	13.0
Females.	*1,642*	*7.38*	*27.6*	*62.0*	*89.8*	*97.3*	*99.6*	*0.4*	-	-
Time-workers,	583	7.19	34.1	64.2	90.4	96.2	99.1	0.9	-	-
Piece-workers,	1,059	7.49	24.0	60.8	89.4	97.8	99.8	0.2	-	-
Productive Occupations.	**1,650**	**8.91**	**23.6**	**52.2**	**76.3**	**83.9**	**89.7**	**10.3**	**4.3**	**1.5**
Males.	*300*	*15.90*	*3.7*	*6.7*	*15.0*	*24.3*	*45.7*	*54.3*	*23.7*	*8.3*
Time-workers,	289	15.91	3.8	6.2	14.9	24.6	45.7	54.3	24.2	8.3
Piece-workers,	11	15.64	-	18.2	18.2	18.2	45.5	54.5	9.1	9.1
Females.	*1,350*	*7.36*	*28.0*	*62.4*	*89.9*	*97.2*	*99.5*	*0.5*	-	-
Time-workers,	434	7.25	34.3	62.9	89.4	95.4	98.8	1.2	-	-
Piece-workers,	916	7.41	25.0	62.1	90.2	98.0	99.8	0.2	-	-
Non-productive Occupations.	**882**	**11.75**	**12.8**	**29.7**	**46.8**	**56.2**	**71.2**	**28.8**	**7.1**	**2.5**
Males.	*590*	*13.85*	*6.4*	*14.6*	*25.9*	*35.8*	*56.9*	*43.1*	*10.7*	*3.7*
Time-workers,	578	13.75	6.6	14.7	26.3	36.2	57.3	42.7	10.0	3.5
Piece-workers,	12	18.60	-	8.3	8.3	16.7	41.7	58.3	41.7	16.7
Females.	*292*	*7.51*	*25.7*	*60.3*	*89.0*	*97.6*	*100.0*	-	-	-
Time-workers,	149	7.05	33.6	67.8	93.3	98.7	100.0	-	-	-
Piece-workers,	143	7.99	17.5	52.4	84.6	96.5	100.0	-	-	-

[1] Not including 22 female piece-workers whose actual weekly earnings were not matters of record on the pay-rolls.

TABLE 5. — *Average Weekly Earnings and Percentage of Employees Whose Earnings in a Representative Week fell within Specified Limits, Classified by Industries and General Character of Work* — Continued.

Envelope Making — Concluded.

Employees Who Worked Full Time.

Classification.	Total Number of Employees	Average Weekly Earnings	Percentage of Employees Earning a Week — Under $6	Under $8	Under $10	Under $12	Under $15	$15 and over	$20 and over	$25 and over
All Occupations.	**1,132**	**$10.95**	**17.2**	**38.4**	**60.3**	**66.8**	**75.1**	**24.9**	**8.7**	**3.6**
Males.	*485*	*15.47*	*6.0*	*11.3*	*21.6*	*27.6*	*43.1*	*56.9*	*20.4*	*8.5*
Time-workers,	473	15.34	6.1	11.4	22.0	28.1	43.8	56.2	20.1	8.0
Piece-workers,	12	20.57	–	8.3	8.3	8.3	16.7	83.3	33.3	25.0
Females.	*647*	*7.56*	*25.7*	*58.7*	*89.3*	*96.1*	*99.1*	*0.9*	–	–
Time-workers,	446	7.40	31.2	61.2	89.5	95.5	98.9	1.1	–	–
Piece-workers,	201	7.92	13.4	53.2	89.1	97.5	99.5	0.5	–	–
Productive Occupations.	**716**	**10.11**	**20.0**	**44.0**	**68.0**	**74.4**	**81.6**	**18.4**	**8.2**	**3.2**
Males.	*203*	*16.60*	*4.4*	*5.9*	*13.8*	*21.2*	*37.9*	*62.1*	*29.1*	*11.3*
Time-workers,	196	16.52	4.6	6.1	14.3	21.9	38.8	61.2	29.6	11.2
Piece-workers,	7	18.73	–	–	–	–	14.3	85.7	14.3	14.3
Females.	*513*	*7.54*	*26.1*	*59.1*	*89.5*	*95.5*	*98.8*	*1.2*	–	–
Time-workers,	344	7.44	31.1	60.2	89.0	94.8	98.5	1.5	–	–
Piece-workers,	169	7.76	16.0	56.8	90.5	97.0	99.4	0.6	–	–
Non-productive Occupations.	**416**	**12.40**	**12.5**	**28.8**	**47.1**	**53.6**	**63.9**	**36.1**	**9.6**	**4.3**
Males.	*282*	*14.65*	*7.1*	*15.2*	*27.3*	*32.3*	*46.8*	*53.2*	*14.2*	*6.4*
Time-workers,	277	14.50	7.2	15.2	27.4	32.5	47.3	52.7	13.4	5.8
Piece-workers,	5	23.15	–	20.0	20.0	20.0	20.0	80.0	60.0	40.0
Females.	*134*	*7.65*	*23.9*	*57.5*	*88.8*	*98.5*	*100.0*	–	–	–
Time-workers,	102	7.30	31.4	64.7	91.2	98.0	100.0	–	–	–
Piece-workers,	32	8.78	–	34.4	81.3	100.0	100.0	–	–	–

Other Paper Products.

All Employees.

All Occupations.	**3,747**	**$10.38**	**19.7**	**39.3**	**56.2**	**67.5**	**80.5**	**19.5**	**6.2**	**2.3**
Males.	*2,225*	*12.88*	*7.6*	*16.8*	*31.6*	*47.2*	*67.8*	*32.2*	*10.4*	*3.8*
Time-workers,	2,111	12.90	7.8	16.7	31.6	47.1	67.6	32.4	10.7	4.0
Piece-workers,	114	12.43	3.5	18.4	30.7	49.1	71.9	28.1	4.4	0.9
Females.	*1,522*	*6.72*	*37.4*	*72.3*	*92.3*	*97.0*	*99.1*	*0.9*	*0.1*	–
Time-workers,	927	6.19	46.9	81.0	95.1	98.0	98.9	1.1	0.1	–
Piece-workers,	595	7.56	22.5	58.7	87.9	95.6	99.3	0.7	–	–
Productive Occupations.	**2,646**	**9.40**	**22.6**	**46.6**	**65.9**	**76.8**	**87.1**	**12.9**	**4.5**	**2.0**
Males.	*1,318*	*12.14*	*8.8*	*20.2*	*38.1*	*55.5*	*74.4*	*25.6*	*9.0*	*4.1*
Time-workers,	1,234	12.15	9.1	20.0	38.2	55.5	74.1	25.9	9.4	4.3
Piece-workers,	84	11.99	4.8	22.6	35.7	54.8	77.4	22.6	3.6	1.2
Females.	*1,328*	*6.68*	*36.3*	*72.8*	*93.6*	*98.0*	*99.7*	*0.3*	–	–
Time-workers,	796	6.04	48.0	83.2	96.9	99.0	99.6	0.4	–	–
Piece-workers,	532	7.65	18.8	57.3	88.7	96.4	99.8	0.2	–	–
Non-productive Occupations.	**1,101**	**12.72**	**12.7**	**21.9**	**32.9**	**45.0**	**64.7**	**35.3**	**10.3**	**2.8**
Males.	*907*	*13.94*	*5.8*	*11.9*	*22.1*	*35.3*	*58.2*	*41.8*	*12.3*	*3.4*
Time-workers,	877	13.95	6.0	12.1	22.2	35.3	58.3	41.7	12.5	3.5
Piece-workers,	30	13.68	–	6.7	16.7	33.3	56.7	43.3	6.7	–
Females.	*194*	*7.00*	*44.8*	*68.6*	*83.5*	*90.7*	*94.8*	*5.2*	*0.5*	–
Time-workers,	131	7.10	40.5	67.9	84.7	91.6	94.7	5.3	0.8	–
Piece-workers,	63	6.80	54.0	69.8	81.0	88.9	95.2	4.8	–	–

TABLE 5. — *Average Weekly Earnings and Percentage of Employees Whose Earnings in a Representative Week fell within Specified Limits, Classified by Industries and General Character of Work* — Concluded.

Other Paper Products — Concluded.

Employees Who Worked Full Time.

Classification.	Total Number of Employees	Average Weekly Earnings	Percentage of Employees Earning a Week — Under $6	Under $8	Under $10	Under $12	Under $15	$15 and over	$20 and over	$25 and over
All Occupations.	**1,862**	**$10.61**	**14.5**	**37.4**	**55.2**	**66.8**	**80.1**	**19.9**	**6.2**	**3.0**
Males.	*1,103*	*13.03*	*5.4*	*14.1*	*29.8*	*46.7*	*67.5*	*32.5*	*10.5*	*5.1*
Time-workers,	1,068	13.06	5.5	14.0	29.6	46.6	67.0	33.0	10.8	5.1
Piece-workers,	35	12.11	2.9	17.1	37.1	48.6	80.0	20.0	2.9	2.9
Females.	*759*	*7.09*	*27.7*	*71.3*	*92.0*	*95.9*	*98.6*	*1.4*	–	–
Time-workers,	531	6.80	30.9	74.4	94.4	97.2	98.7	1.3	–	–
Piece-workers,	228	7.77	20.2	64.0	86.4	93.0	98.2	1.8	–	–
Productive Occupations.	**1,314**	**9.74**	**16.1**	**44.2**	**64.1**	**75.6**	**86.3**	**13.7**	**4.6**	**2.9**
Males.	*654*	*12.50*	*5.4*	*16.1*	*34.3*	*54.1*	*73.1*	*26.9*	*9.2*	*5.8*
Time-workers,	629	12.52	5.4	15.7	34.0	54.2	72.8	27.2	9.4	5.9
Piece-workers,	25	11.96	4.0	24.0	40.0	52.0	80.0	20.0	4.0	4.0
Females.	*660*	*7.02*	*26.8*	*72.1*	*93.6*	*97.0*	*99.4*	*0.6*	–	–
Time-workers,	452	6.69	31.2	75.7	96.2	98.2	99.3	0.7	–	–
Piece-workers,	208	7.72	17.3	64.4	88.0	94.2	99.5	0.5	–	–
Non-productive Occupations.	**548**	**12.68**	**10.6**	**21.0**	**33.8**	**45.4**	**65.3**	**34.7**	**10.2**	**3.3**
Males.	*449*	*13.80*	*5.6*	*11.1*	*23.4*	*35.9*	*59.2*	*40.8*	*12.5*	*4.0*
Time-workers,	439	13.83	5.7	11.4	23.2	35.8	58.8	41.2	12.8	4.1
Piece-workers,	10	12.48	–	–	30.0	40.0	80.0	20.0	–	–
Females.	*99*	*7.59*	*33.3*	*65.7*	*80.8*	*88.9*	*92.9*	*7.1*	–	–
Time-workers,	79	7.41	29.1	67.1	83.5	91.1	94.9	5.1	–	–
Piece-workers,	20	8.29	50.0	60.0	70.0	80.0	85.0	15.0	–	–

Paper Box Making. As shown by this inquiry, nearly all *male employees* in the paper box industry were time-workers, only 9.5 per cent having worked on a piece-work basis. It will be observed that the weekly earnings of these time-workers were quite generally higher, although only in a slight degree, than the earnings of the piece-workers. Somewhat over one-fourth (28.6 per cent) of the male time-workers, whether working full time, overtime, or short time, earned $15 or over, as compared with 24.2 per cent of the piece-workers in the same wage group.

A consideration of the average weekly earnings of male time-workers ($12.48), as represented by 1,568 individuals, shows that they were but seven cents higher than the average earnings ($12.41) computed for the 165 piece-workers employed in the several establishments.

Considering the earnings of the *female employees* in the paper box mills we find that by far the largest proportion (70.7 per cent) were paid by the piece. This class of employees included some of the most skilled

workers in the trade. The average weekly earnings of piece-workers were $8.06, as compared with $6.53 for time-workers.

Envelope Making. Although the number of piece-workers among the *male employees* in the envelope mills formed but a very small proportion of the total number employed, it is of interest to note from the foregoing table the somewhat marked difference in the earnings of the two classes of workmen. Less than one-half (46.6 per cent) of all the male time-workers were in the group of employees earning $15 and over, as compared with 56.5 per cent of the piece-workers falling in the same wage group. Average weekly earnings ($17.19) as computed for all male piece-workers were $2.72 higher than the corresponding average for time-workers ($14.47).

An examination of the relative earnings of time and piece-workers among the *female employees* engaged in envelope making reveals no very marked contrast. The highest percentage of time-workers (34.1) earned less than $6 while the highest percentage of piece-workers (36.8) was found in the group of workers who earned $6 but under $8. The average weekly earnings ($7.49) of the 1,059 piece-workers in the industry were but 30 cents higher than the average earnings computed for the 583 time-workers ($7.19).

Other Paper Products. The level of wages of the *male* time-workers employed in all branches of the industries grouped under this caption was higher than those of the piece-workers, 32.4 per cent of the time-workers earning $15 and over against 28.1 per cent of the piece-workers. Here again, however, is to be noted the very small proportion of male employees working on the piece-work basis.

The average earnings of all males, whether classified as time-workers or piece-workers, were $12.88 for the representative week studied. In connection with this fact, it is of significance to add that the weekly earnings of 231 men, or 10.4 per cent of the total number of males employed, were $20 and over, 24 of the men (1.1 per cent) earning $30 and over.

Comparing the weekly earnings of *female* employees, the difference between the earnings of time-workers and piece-workers becomes somewhat more apparent than such a comparison for males. The highest percentage of time-workers (46.9) earned under $6, and the highest percentage of piece-workers (36.2) earned $6 but under $8 a week.

D. Classified Weekly Earnings and Average Hours Worked: By Principal Occupations.

The numerous processes involved in the manufacture of the various kinds of paper products covered by this study have naturally led to the creation of a well-defined classification of occupations in the trades. The following table summarizes the weekly earnings and the hours actually worked by employees, the principal occupations selected as representative of the industries being listed alphabetically. The rates of wages paid in the same occupations in different establishments not infrequently vary according to the amount and quality of the product of the mills, and the location of the establishments is also an important factor in determining the rates of wages.

Table 6. — *Average Weekly Earnings, Average Hours Actually Worked, and Number of Employees Whose Weekly Earnings fell within Specified Wage Groups, Classified by Industries and Principal Occupations.*

Paper Box Making.

Males.

Note. — The differences between the numbers in columns one and eight represent the number of employees whose actual hours of labor were not recorded on the manufacturers' pay-rolls.

Occupations.	Number of Employees for Whom Weekly Earnings were reported	Average Weekly Earnings	Number of Employees Earning a Week —					Number of Employees for Whom Actual Hours Worked were reported	Average Hours Actually Worked
			Under $5	$5 and under $10	$10 and under $15	$15 and under $20	$20 and over		
Productive Occupations.	**1,000**	**$11.91**	**58**	**282**	**409**	**183**	**68**	**982**	**54.4**
Corner cutters,	43	9.06	1	25	16	1	–	43	52.4
Coverers,	43	11.26	–	9	31	3	–	43	58.8
Creasing machine operators,	30	11.08	3	6	17	4	–	28	50.2
Enders,	109	12.19	1	21	69	18	–	104	54.7
Foremen,	94	20.49	–	–	6	37	51	94	55.7
Helpers, general,	178	8.73	22	89	61	6	–	178	53.6
Scorers,	154	14.38	–	8	70	69	7	154	55.4
Stayers,	81	11.63	4	20	41	14	2	80	53.5
Tiers,	101	9.10	8	52	36	5	–	100	55.2
Other occupations,	167	10.93	19	52	62	26	8	158	53.2
General Occupations, Producing Departments.	**599**	**13.09**	**18**	**100**	**291**	**154**	**36**	**587**	**54.4**
Cutters, stock,	228	13.99	1	16	127	72	12	226	54.5
Laborers,	37	10.62	1	12	23	1	–	36	53.6
Packers,	24	11.63	2	5	11	6	–	22	55.3
Printers,	178	13.74	7	29	72	51	19	178	54.6
Shippers,	52	13.71	–	7	27	13	5	52	55.7
Other occupations,	80	10.28	7	31	31	11	–	73	53.3
Power, Mechanical, and Yard Force.	**134**	**13.85**	**1**	**7**	**78**	**38**	**10**	**134**	**57.3**
Engineers,	19	16.02	1	–	3	11	4	19	54.6
Machinists,	13	18.52	–	–	2	6	5	13	57.8
Teamsters,	77	12.47	–	6	59	12	–	77	56.3
Other occupations,	25	14.04	–	1	14	9	1	25	62.4

TABLE 6. — *Average Weekly Earnings, Average Hours Actually Worked, and Number of Employees Whose Weekly Earnings fell within Specified Wage Groups, Classified by Industries and Principal Occupations* — Continued.

Paper Box Making — Concluded.

Females.

Occupations.	Number of Employees for Whom Weekly Earnings were reported	Average Weekly Earnings	Number of Employees Earning a Week — Under $5	$5 and under $10	$10 and under $15	$15 and under $20	$20 and over	Number of Employees for Whom Actual Hours Worked were reported	Average Hours Actually Worked
Productive Occupations.	**3,866**	**$7.63**	**678**	**2,471**	**660**	**57**	**–**	**3,337**	**50.4**
Bench workers,	954	7.81	131	641	172	10	–	717	50.6
Boxmakers, n. s.,	310	7.47	50	215	42	3	–	274	49.6
Closers,	117	5.63	67	37	9	4	–	117	50.0
Coverers,	945	7.85	101	666	173	5	–	828	50.7
Finishers,	207	7.67	19	162	25	1	–	206	49.0
Folding machine operators,	44	5.91	11	33	–	–	–	44	46.4
Forewomen,	67	11.59	–	13	42	12	–	67	53.3
Gluers,	107	6.94	21	79	7	–	–	96	51.7
Helpers, general,	157	4.59	117	39	1	–	–	176	50.8
Liners, hand,	33	11.08	1	11	16	5	–	33	48.0
Machine operators, n. s.,	129	6.95	23	94	11	1	–	126	51.5
Stayers,	165	8.42	17	103	38	7	–	123	50.2
Toppers,	162	8.00	16	115	28	3	–	128	50.5
Trimmers,	37	7.47	9	23	5	–	–	14	50.6
Turners-in,	61	4.25	44	17	–	–	–	61	49.5
Wrapping machine operators,	153	8.86	6	97	48	2	–	129	49.9
Other occupations,	218	7.88	45	126	43	4	–	198	50.6
General Occupations, Producing Departments.	**219**	**7.27**	**34**	**150**	**33**	**2**	**–**	**199**	**49.6**
Cutters, stock,	15	9.22	1	5	9	–	–	15	52.7
Labelers,	121	7.28	15	87	18	1	–	103	49.6
Other occupations,	83	6.89	18	58	6	1	–	81	49.1

Envelope Making.

Males.

Productive Occupations.	**300**	**$15.90**	**1**	**44**	**92**	**92**	**71**	**298**	**54.1**
Envelope cutters,	127	15.64	–	11	46	55	15	127	54.2
Foremen,	20	22.06	–	–	1	5	14	20	53.9
Helpers, general,	23	9.60	–	12	10	1	–	23	54.2
Machine adjusters,	72	18.68	–	1	22	17	32	72	54.7
Other occupations,	58	13.38	1	20	13	14	10	56	53.2
General Occupations, Producing Departments.	**410**	**12.78**	**16**	**127**	**136**	**89**	**42**	**407**	**54.8**
Packers,	82	12.85	1	18	40	20	3	82	55.2
Printers,	167	13.63	4	63	26	44	30	165	53.4
Shippers,	35	14.06	1	2	20	9	3	35	61.7
Stock clerks,	31	11.57	2	13	8	7	1	31	52.4
Other occupations,	95	11.16	8	31	42	9	5	94	54.4
Power, Mechanical, and Yard Force.	**180**	**16.28**	**–**	**10**	**47**	**102**	**21**	**180**	**56.2**
Engineers,	10	19.49	–	–	–	7	3	10	57.3
Machinists,	109	17.18	–	2	21	72	14	109	52.8
Other occupations,	61	14.14	–	8	26	23	4	61	62.1

TABLE 6. — *Average Weekly Earnings, Average Hours Actually Worked, and Number of Employees Whose Weekly Earnings fell within Specified Wage Groups, Classified by Industries and Principal Occupations* — Continued.

Envelope Making — Concluded.

Females.

Occupations.	Number of Employees for Whom Weekly Earnings were reported	Average Weekly Earnings	Number of Employees Earning a Week — Under $5	$5 and under $10	$10 and under $15	$15 and under $20	$20 and over	Number of Employees for Whom Actual Hours Worked were reported	Average Hours Actually Worked
Productive Occupations.	**1,350**	**$7.36**	**163**	**1,051**	**129**	**7**	**–**	**899**	**50.8**
Boxers,	174	6.88	19	144	11	–	–	174	51.9
Clasp attachers,	81	6.13	14	66	1	–	–	13	54.0
Counters,	24	7.73	1	21	2	–	–	24	51.5
Edge tinters,	39	9.36	1	22	15	1	–	39	44.1
Envelope machine operators,	602	7.56	50	511	41	–	–	345	50.5
Folders, hand,	273	6.80	65	181	27	–	–	158	50.8
Sealers, hand,	47	7.85	2	40	5	–	–	36	53.1
Other occupations,	110	8.29	11	66	27	6	–	110	51.2
General Occupations, Producing Departments.	**292**	**7.51**	**23**	**237**	**32**	**–**	**–**	**213**	**51.5**
Die stamp machine operators,	22	5.69	7	15	–	–	–	22	50.8
Packers,	22	7.51	–	20	2	–	–	22	53.8
Printers,	193	7.78	11	158	24	–	–	114	51.6
Other occupations,	55	7.28	5	44	6	–	–	55	50.8

Other Paper Products.

Males.

Productive Occupations.	**1,318**	**$12.14**	**64**	**438**	**478**	**219**	**119**	**1,314**	**53.4**
Calendermen,	53	9.81	5	23	19	5	1	53	49.6
Coaters,	130	11.24	7	60	39	19	5	130	57.2
Coated paper mill employees, n. e. s.,	89	11.58	6	18	49	11	5	85	54.0
Color mixers,	52	13.40	2	18	18	5	9	52	55.5
Cutters,	159	13.07	6	35	61	43	14	159	53.3
Foremen,	65	22.50	–	1	8	18	38	65	54.1
Helpers,	60	7.87	15	29	15	1	–	60	52.0
Machine operators and tenders,	228	12.02	4	72	90	52	10	228	53.8
Pressmen,	160	12.60	5	43	72	25	15	160	49.0
Printers, wall paper,	43	12.72	1	26	–	4	12	43	55.6
Reelers,	70	9.74	2	29	36	3	–	70	55.1
Rulers,	42	14.51	–	6	17	16	3	42	52.4
Other occupations,	167	10.11	11	78	54	17	7	167	53.0
General Occupations, Producing Departments.	**732**	**13.26**	**31**	**159**	**280**	**186**	**76**	**728**	**52.7**
Packers and shippers,	127	12.38	4	25	64	31	3	127	54.6
Printers,	186	15.23	3	18	61	83	21	186	52.3
Truckers,	53	11.52	2	14	29	7	1	53	55.4
Other occupations,	366	12.81	22	102	126	65	51	362	51.7
Power, Mechanical, and Yard Force.	**175**	**16.80**	**1**	**9**	**48**	**81**	**36**	**175**	**59.0**
Engineers,	17	19.60	–	–	1	8	8	17	61.3
Machinists,	59	18.89	–	–	9	31	19	59	54.1
Other occupations,	99	15.07	1	9	38	42	9	99	61.5

TABLE 6. — *Average Weekly Earnings, Average Hours Actually Worked, and Number of Employees Whose Weekly Earnings fell within Specified Wage Groups, Classified by Industries and Principal Occupations* — Concluded.

Other Paper Products — Concluded.

Females.

OCCUPATIONS.	Number of Employees for Whom Weekly Earnings were reported	Average Weekly Earnings	NUMBER OF EMPLOYEES EARNING A WEEK — Under $5	$5 and under $10	$10 and under $15	$15 and under $20	$20 and over	Number of Employees for Whom Actual Hours Worked were reported	Average Hours Actually Worked
Productive Occupations.	**1,328**	**$6.68**	**273**	**970**	**81**	**4**	**–**	**1,328**	**49.0**
Binders,	52	7.92	5	33	14	–	–	52	51.2
Cone and tube makers,	85	7.07	3	82	–	–	–	85	53.5
Cutters,	129	8.16	5	111	13	–	–	129	48.6
Forewomen,	21	9.76	1	10	8	2	–	21	50.9
Inspectors,	138	5.77	61	71	6	–	–	138	48.4
Machine operators and tenders,	196	7.09	24	162	9	1	–	196	49.0
Paper novelty workers,	244	5.89	64	172	8	–	–	244	48.0
Pasters and labelers,	53	5.97	14	38	1	–	–	53	49.9
Sealers and banders,	54	8.35	5	40	8	1	–	54	48.3
Sorters and counters,	135	5.13	77	51	7	–	–	135	43.5
Other occupations,	221	6.88	14	200	7	–	–	221	51.4
General Occupations, Producing Departments.	**194**	**7.00**	**47**	**115**	**22**	**9**	**1**	**194**	**49.0**
Packers,	86	5.06	38	46	2	–	–	86	48.5
Other occupations,	108	8.56	9	69	20	9	1	108	49.4

Paper Box Making. The average earnings of *male employees,* varying according to the character of the work performed in the producing departments of the paper box factories, ranged from $8.73 for general helpers, working an average of 53.6 hours, to $14.38 for scorers, working an average of 55.4 hours in the representative week. These occupations, it will be noted, represented the two largest groups of workmen in the productive departments of the factories. The average earnings of foremen, as computed for 94 men working an average of 55.7 hours, were $20.49. The level of wages was higher among the general occupations in the producing departments than among the productive occupations, while the average number of hours worked was practically the same.

Referring to the *female employees* in this industry, it will be seen that the average weekly earnings represented by 16 different occupations in the productive departments of paper box factories varied from $4.25 for turners-in to $11.08 for hand liners. The average weekly earnings of forewomen were $11.59, the average hours of labor being 53.3. Among the occupations peculiar to paper box making the numerical importance of bench workers and coverers is shown by this table. The average weekly

earnings as computed for 954 bench workers were $7.81 and for 945 coverers, $7.85; the average number of hours worked by each of these groups of workers was practically the same, being 50.6 and 50.7, respectively.

Envelope Making. It will be observed that the average earnings of the 20 foremen reported in the envelope industry were $22.06, and the average number of hours worked in the representative week was 53.9. The next highest average earnings of the *male employees* in the productive departments were $18.68 as computed for 72 machine adjusters; of this number 32, or 44.4 per cent of the total, earned $20 and over.

Of the 1,350 *female employees* in the productive departments of the mills, envelope machine operators, the largest occupation group, formed 44.6 per cent of the total number. The average earnings of these operators were found to be $7.56 in the representative week, 6.8 per cent of them earning $10.00 but under $15.00. The occupation affording the highest average earnings for female workers was edge tinting, the average being $9.36 for the 39 edge tinters for whom data were obtained. Not only did this occupation show the highest average earnings but the lowest average number of hours actually worked in the industry during the week (44.1) was found for this group of workers, a fact of significance when considering the hourly rate of wages paid to female workers in the industry.

Other Paper Products. Although the character of the finished paper products manufactured in the establishments considered in this industry group was often dissimilar, the nature of the work performed by many of the employees was deemed of sufficient similarity to permit of a comparative study of the wages and hours of labor in certain occupations. A survey of the average earnings of the *male employees* in the productive departments in the several establishments for the week studied shows a variation from $7.87 for helpers to $14.51 for rulers. For the 65 foremen for whom data were obtained the average weekly earnings were found to be $22.50, over one-half (58.5 per cent) earning $20.00 and over. In the coated paper mills the average weekly earnings of the 130 coaters employed were $11.24, while the average number of hours worked was 57.2.

For the *female employees* studied, the average weekly earnings of the largest group of workers (paper novelty workers) were $5.89, and the average number of hours worked was 48 in the representative week. The average earnings of the second largest group, machine operators and tenders, were $7.09, while the average number of hours worked was 49. A study of the actual working time of female employees in the various occupations shows that the number of hours worked was well under the legal

maximum prescribed for women in this State. Of the 21 forewomen reported in this group of industries the average weekly earnings per person were $9.76 and the average number of hours worked was 50.9.

3. HOURLY EARNINGS.

In the foregoing pages, *weekly* earnings, showing the bearing of working hours on wages, have been discussed. For exact comparisons earnings reduced to an hourly basis are, of course, much more satisfactory. The reduction of the earnings of all the employees to an hourly basis entailed much computation. The hourly *earnings* were computed by dividing the actual amounts received by the employees during a representative week by the number of hours actually worked, and must not be confused with hourly *rates*. In considering the data relative to *earnings* it must be borne in mind that differences shown are due to the net effect of short time and overtime as well as to differences in hourly *rates*.

The hourly earnings of all male and female employees whose hours of labor were reported are shown below for all occupations, and separately for productive occupations, general occupations in the producing departments, and for the power, mechanical, and yard force.

TABLE 7. — *Number and Percentages of Employees Earning Specified Amounts per Hour, Classified by Sex and Industries.*

Paper Box Making.

Classified Hourly Earnings.	All Occupations		Productive Occupations		General Occupations, Producing Departments		Power, Mechanical, and Yard Force	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Males.	**[1] 1,703**	**100.0**	**982**	**100.0**	**587**	**100.0**	**134**	**100.0**
Under 10 cents,	66	3.9	56	5.7	10	1.7	–	–
10 to 11.9 cents,	56	3.3	50	5.1	6	1.0	–	–
12 to 13.9 cents,	67	3.9	50	5.1	14	2.4	3	2.2
14 to 15.9 cents,	118	6.9	76	7.7	41	7.0	1	0.8
16 to 17.9 cents,	171	10.1	116	11.8	46	7.8	9	6.7
18 to 19.9 cents,	141	8.3	86	8.8	47	8.0	8	6.0
20 to 24.9 cents,	490	28.8	256	26.1	177	30.2	57	42.5
25 to 29.9 cents,	319	18.7	140	14.2	140	23.9	39	29 1
30 to 39.9 cents,	227	13.3	123	12.5	90	15.3	14	10.5
40 cents and over,	48	2.8	29	3.0	16	2.7	3	2.2
Females.	**[2] 3,430**	**100.0**	**3,231**	**100.0**	**199**	**100.0**	**–**	**–**
Under 10 cents,	581	16.9	560	17.3	21	10.5	–	–
10 to 11.9 cents,	496	14.5	455	14.1	41	20.6	–	–
12 to 13.9 cents,	468	13.6	429	13.3	39	19.6	–	–
14 to 15.9 cents,	496	14.5	469	14.5	27	13.6	–	–
16 to 17.9 cents,	499	14.6	471	14.6	28	14.1	–	–
18 to 19.9 cents,	341	9.9	326	10.1	15	7.5	–	–
20 to 24.9 cents,	415	12.1	388	12.0	27	13.6	–	–
25 to 29.9 cents,	101	2.9	101	3.1	–	–	–	–
30 to 39.9 cents,	33	1.0	32	1.0	1	0.5	–	–

[1] Not including 30 males whose hourly earnings could not be determined.
[2] Not including 761 females whose hourly earnings could not be determined.

TABLE 7. — *Number and Percentages of Employees Earning Specified Amounts per Hour, Classified by Sex and Industries* — Concluded.

Envelope Making.

Classified Hourly Earnings.	All Occupations		Productive Occupations		General Occupations, Producing Departments		Power, Mechanical, and Yard Force	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Males.	[1] **885**	**100.0**	**298**	**100.0**	**407**	**100.0**	**180**	**100.0**
Under 10 cents,	18	2.0	–	–	18	4.4	–	–
10 to 11.9 cents,	31	3.5	11	3.7	20	4.9	–	–
12 to 13.9 cents,	30	3.4	3	1.0	27	6.6	–	–
14 to 15.9 cents,	39	4.4	9	3.0	22	5.4	8	4.4
16 to 17.9 cents,	77	8.7	16	5.4	56	13.8	5	2.8
18 to 19.9 cents,	31	3.5	7	2.3	21	5.2	3	1.7
20 to 24.9 cents,	177	20.0	53	17.8	92	22.6	32	17.8
25 to 29.9 cents,	149	16.8	59	19.8	61	15.0	29	16.1
30 to 39.9 cents,	245	27.7	91	30.5	63	15.5	91	50.5
40 cents and over,	88	10.0	49	16.5	27	6.6	12	6.7
Females.	[2] **1,112**	**100.0**	**899**	**100.0**	**213**	**100.0**	–	–
Under 10 cents,	89	8.0	77	8.6	12	5.6	–	–
10 to 11.9 cents,	189	17.0	148	16.4	41	19.3	–	–
12 to 13.9 cents,	218	19.6	167	18.6	51	23.9	–	–
14 to 15.9 cents,	199	17.9	165	18.3	34	16.0	–	–
16 to 17.9 cents,	221	19.9	179	19.9	42	19.7	–	–
18 to 19.9 cents,	88	7.9	70	7.8	18	8.5	–	–
20 to 24.9 cents,	83	7.5	68	7.6	15	7.0	–	–
25 to 29.9 cents,	17	1.5	17	1.9	–	–	–	–
30 to 39.9 cents,	8	0.7	8	0.9	–	–	–	–

Other Paper Products.

Males.	[3] **2,217**	**100.0**	**1,314**	**100.0**	**728**	**100.0**	**175**	**100.0**
Under 10 cents,	72	3.3	44	3.3	28	3.8	–	–
10 to 11.9 cents,	86	3.9	70	5.3	15	2.1	1	0.6
12 to 13.9 cents,	107	4.8	77	5.9	30	4.1	–	–
14 to 15.9 cents,	162	7.3	113	8.6	41	5.6	8	4.6
16 to 17.9 cents,	280	12.6	195	14.8	68	9.3	17	9.7
18 to 19.9 cents,	160	7.2	107	8.2	50	6.9	3	1.7
20 to 24.9 cents,	468	21.1	280	21.3	163	22.4	25	14.3
25 to 29.9 cents,	384	17.3	203	15.5	133	18.3	48	27.4
30 to 39.9 cents,	360	16.3	156	11.9	154	21.2	50	28.6
40 cents and over,	138	6.2	69	5.2	46	6.3	23	13.1
Females.	**1,522**	**100.0**	**1,328**	**100.0**	**194**	**100.0**	–	–
Under 10 cents,	261	17.1	226	17.0	35	18.0	–	–
10 to 11.9 cents,	363	23.9	305	23.0	58	29.9	–	–
12 to 13.9 cents,	313	20.6	288	21.7	25	12.9	–	–
14 to 15.9 cents,	181	11.9	160	12.0	21	10.8	–	–
16 to 17.9 cents,	190	12.5	178	13.4	12	6.2	–	–
18 to 19.9 cents,	95	6.2	81	6.1	14	7.2	–	–
20 to 24.9 cents,	96	6.3	78	5.9	18	9.3	–	–
25 to 29.9 cents,	13	0.8	10	0.7	3	1.6	–	–
30 to 39.9 cents,	9	0.6	2	0.2	7	3.6	–	–
40 cents and over,	1	0.1	–	–	1	0.5	–	–

Paper Box Making. Considering the employees in the paper box industry, regardless of occupations, we find that over one-half, 1,036, or 60.8 per cent of the *male workers*, earned 20 cents but less than 40 cents

[1] Not including five males whose hourly earnings could not be determined.
[2] Not including 530 females whose hourly earnings could not be determined.
[3] Not including eight males whose hourly earnings could not be determined.

an hour (28.8 per cent earning 20 cents but less than 25), and that 1,959, or 57.2 per cent of the female employees, earned 10 cents but less than 18 cents an hour. In each of the occupation groups for males the largest number of employees was concentrated in the group earning 20 cents but under 40 cents an hour, the percentages being 52.8 in the productive occupations (26.1 earning 20 cents but less than 25 cents), 69.4 in the general occupations, producing departments (30.2 per cent earning 20 cents but less than 25), and 82.1 in the power, mechanical, and yard occupations (42.5 per cent earning 20 cents but less than 25 cents).

Somewhat over one-half of the *female employees* in each occupation group earned 10 cents but less than 18 cents an hour, the percentages being 56.5 for productive occupations and 67.9 for the general occupations, producing departments. Of the three industries studied the level of hourly earnings for females was highest in this industry group, 25.9 per cent receiving 18 cents or over an hour as compared with 17.6 per cent in the envelope industry, and 14.0 per cent in the manufacture of other paper products.

Envelope Making. In a consideration of the *male employees* in this industry, regardless of occupations, we find that 571, or 64.5 per cent, earned 20 cents but less than 40 cents an hour and 10.0 per cent earned 40 cents or over an hour, these two classes of employees forming nearly three-fourths (74.5 per cent) of all the male workers. In each of the specified occupation groups the largest number of males was found to be earning 20 cents but less than 40 cents an hour, the percentages being 68.1 in the productive occupations, 53.1 in the general occupations, producing departments, and 84.4 in the power, mechanical, and yard occupations. Of the three industries considered the level of hourly earnings for males was by far the highest in the envelope industry, over one-fourth (27.7 per cent) receiving 30 but less than 40 cents an hour as compared with 13.3 per cent receiving the same amounts in the paper box industry, and 16.3 per cent in the manufacture of other paper products, while 10.0 per cent earned 40 cents or over an hour in this industry as compared with 2.8 per cent in the paper box industry and 6.2 per cent in the manufacture of other paper products.

Among the *female employees*, considered without regard to occupations, we find that 74.4 per cent earned 10 cents but less than 18 cents an hour, and in both the productive occupations and the general occupations, producing departments, the largest number of female workers was found in the same group, the percentages being 73.2 and 78.9, respectively.

Other Paper Products. Considering the employees engaged in the manufacture of other paper products we find that over one-half, 1,212, or

54.7 per cent of the *male workers* earned 20 cents but less than 40 cents an hour, and that 1,047, or 68.9 per cent of the *female employees*, earned 10 cents but less than 18 cents an hour. Of the *male employees* engaged in the productive occupations, 639, or 48.7 per cent earned 20 but less than 40 cents an hour, and nearly one-third (31.6 per cent) earned 14 but less than 20 cents an hour. The percentage of *females* earning 10 cents but less than 18 cents an hour in the productive occupations was 70.1. Of the employees in the general occupations, producing departments, 61.9 per cent of the *males* earned 20 but less than 40 cents an hour, and 59.8 per cent of the *females* earned 10 cents but less than 18 cents an hour. In the power, mechanical, and yard occupations 70.3 per cent of the employees earned 20 cents but less than 40 cents an hour, over one-fourth (28.6 per cent) of all the employees in this occupation group earning 30 cents but less than 40 cents an hour.

The following summary table illustrates the distribution of the employees by classified hourly earnings.

TABLE 8. — *Number and Percentage of Employees Earning Specified Amounts per Hour, Classified by Sex, Age, and Industries.*

Paper Box Making.

Hourly Earnings.	Both Sexes	Males		Females		Percentage Distribution			Percentages of Total	
		16 Years and over	Under 16 Years	16 Years and over	Under 16 Years	Both Sexes	Males	Females	Males	Females
Totals.	[1] **5,133**	**1,578**	**125**	**2,846**	**584**	**100.0**	**100.0**	**100.0**	**33.2**	**66.8**
Under 10 cents,	647	13	53	232	349	12.6	3.9	16.9	10.2	89.8
10 to 11.9 cents,	552	32	24	383	113	10.8	3.3	14.5	10.1	89.9
12 to 13.9 cents,	535	44	23	426	42	10.4	3.9	13.6	12.5	87.5
14 to 15.9 cents,	614	104	14	464	32	12.0	6.9	14.5	19.2	80.8
16 to 17.9 cents,	670	162	9	472	27	13.0	10.1	14.6	25.5	74.5
18 to 19.9 cents,	482	140	1	332	9	9.4	8.3	9.9	29.3	70.7
20 to 24.9 cents,	905	490	–	403	12	17.6	28.8	12.1	54.1	45.9
25 to 29.9 cents,	420	318	1	101	–	8.2	18.7	2.9	76.0	24.0
30 to 39.9 cents,	260	227	–	33	–	5.1	13.3	1.0	87.3	12.7
40 cents and over,	48	48	–	–	–	0.9	2.8	–	100.0	–

Envelope Making.

Totals.	[2] **1,997**	**834**	**51**	**969**	**143**	**100.0**	**100.0**	**100.0**	**44.3**	**55.7**
Under 10 cents,	107	2	16	38	51	5.4	2.0	8.0	16.8	83.2
10 to 11.9 cents,	220	8	23	117	72	11.0	3.5	17.0	14.1	85.9
12 to 13.9 cents,	248	20	10	204	14	12.4	3.4	19.6	12.1	87.9
14 to 15.9 cents,	238	38	1	196	3	11.9	4.4	17.9	16.4	83.6
16 to 17.9 cents,	298	76	1	219	2	14.9	8.7	19.9	25.8	74.2
18 to 19.9 cents,	119	31	–	87	1	6.0	3.5	7.9	26.1	73.9
20 to 24.9 cents,	260	177	–	83	–	13.0	20.0	7.5	68.1	31.9
25 to 29.9 cents,	166	149	–	17	–	8.3	16.8	1.5	89.8	10.2
30 to 39.9 cents,	253	245	–	8	–	12.7	27.7	0.7	96.8	3.2
40 cents and over,	88	88	–	–	–	4.4	10.0	–	100.0	–

[1] Not including 30 males and 761 females whose hourly earnings could not be determined.

[2] Not including five males and 530 females whose hourly earnings could not be determined.

TABLE 8. — *Number and Percentages of Employees Earning Specified Amounts per Hour, Classified by Sex, Age, and Industries* — Concluded.

Other Paper Products.

Hourly Earnings.	Both Sexes	Males		Females		Percentage Distribution			Percentages of Total	
		16 Years and over	Under 16 Years	16 Years and Over	Under 16 Years	Both Sexes	Males	Females	Males	Females
Totals.	[1] **3,739**	**2,044**	**173**	**1,133**	**389**	**100.0**	**100.0**	**100.0**	**59.3**	**40.7**
Under 10 cents,	333	8	64	100	161	8.9	3.3	17.1	21.6	78.4
10 to 11.9 cents,	449	25	61	244	119	12.0	3.9	23.9	19.2	80.8
12 to 13.9 cents,	420	73	34	275	38	11.2	4.8	20.6	25.5	74.5
14 to 15.9 cents,	343	154	8	141	40	9.2	7.3	11.9	47.2	52.8
16 to 17.9 cents,	470	274	6	164	26	12.6	12.6	12.5	59.6	40.4
18 to 19.9 cents,	255	160	–	91	4	6.8	7.2	6.2	62.7	37.3
20 to 24.9 cents,	564	468	–	95	1	15.1	21.1	6.3	83.0	17.0
25 to 29.9 cents,	397	384	–	13	–	10.6	17.3	0.8	96.7	3.3
30 to 39.9 cents,	369	360	–	9	–	9.9	16.3	0.6	97.6	2.4
40 cents and over,	139	138	–	1	–	3.7	6.2	0.1	99.3	0.7

[1] Not including eight males whose hourly earnings could not be determined.

Paper Box Making. The total number of employees in the paper box industry for whom the actual hours worked were recorded on the pay-rolls was 5,133, of whom 1,578, or 30.7 per cent, were males 16 years of age and over, 125 were males under 16 years of age, 2,846, or 55.5 per cent, were females 16 years of age and over, and 584 were females under 16 years of age.

Of the 5,133 employees in this industry, over one-fifth (22.4 per cent) earned 12 cents and under 16 cents an hour, and the same percentage of employees (22.4) earned 16 but less than 20 cents an hour; one-fourth (25.8 per cent) earned 20 cents but less than 30 cents an hour; and 5.1 per cent earned 30 cents but less than 40 cents an hour. The 1,199 employees who received less than 12 cents an hour formed 23.4 per cent of the total number of employees, and the 48 who received 40 cents or more an hour formed less than one per cent (0.9); the two classes of employees receiving these extremes in wages formed 24.3 per cent of all the employees.

Envelope Making. The total number of employees engaged in the manufacture of envelopes for whom the actual hours worked were recorded on the pay-rolls was 1,997, of whom 834, or 41.8 per cent, were males 16 years of age and over, 51 were males under 16 years of age, 969, or 48.5 per cent, were females 16 years of age and over, and 143 were females under 16 years of age.

Over one-third (39.2 per cent) of the 1,997 wage-earners earned 12 cents but less than 18 cents an hour; 6.0 per cent received 18 but less

than 20 cents an hour; 13.0 per cent received 20 but less than 25 cents an hour; 8.3 per cent received 25 but less than 30 cents an hour; and 12.7 per cent received 30 cents but less than 40 cents an hour. The 327 employees who received less than 12 cents an hour formed 16.4 per cent of the total number of employees, and the 88 employees who received 40 cents or more an hour formed 4.4 per cent; the two classes of employees receiving these extremes in wages formed 20.8 per cent of all the employees.

Other Paper Products. The total number of employees engaged in the manufacture of other paper products for whom the actual hours worked were recorded on the pay-rolls was 3,739, of whom 2,044, or 54.7 per cent, were males 16 years of age and over, 173 were males under 16 years of age, 1,133, or 30.3 per cent, were females 16 years of age and over, and 389 were females under 16 years of age.

One-fifth (20.4 per cent) of the 3,739 wage-earners in this industry earned 12 cents but less than 16 cents an hour; 19.4 per cent received 16 but less than 20 cents an hour; one-fourth (25.7 per cent) received 20 cents but less than 30 cents an hour; and 9.9 per cent received 30 cents but less than 40 cents an hour. The 782 employees who received less than 12 cents an hour formed 20.9 per cent of the total number of employees, and the 139 employees who received 40 cents or more an hour formed 3.7 per cent; the two classes receiving these extremes in wages formed 24.6 per cent of all the employees.

The summary table which follows shows, by cumulative percentages, the proportion of employees whose hourly earnings were less than the amounts specified per hour.

TABLE 9. — *Percentage (Cumulative) of Employees Earning Specified Amounts per Hour, Classified by Sex, Industry, and General Character of Work.*

Paper Box Making.

All Employees.

Classification.	Total Number of Employees	Percentages Earning per Hour — Under 12 cents	Under 14 cents	Under 16 cents	Under 18 cents	Under 20 cents	Under 25 cents	Under 30 cents	30 cents and over
All Occupations.	[1] 5,133	23.4	33.8	45.8	58.8	68.2	85.8	94.0	6.0
Males.	*1,703*	*7.2*	*11.1*	*18.0*	*28.1*	*36.4*	*65.2*	*83.9*	*16.1*
Time-workers,	1,566	7.1	11.2	18.5	28.7	36.8	65.3	84.0	16.0
Piece-workers,	137	8.0	9.5	13.1	21.2	30.7	63.5	81.8	18.2
Females.	*3,430*	*31.4*	*45.0*	*59.5*	*74.1*	*84.0*	*96.1*	*99.0*	*1.0*
Time-workers,	1,195	51.6	64.2	73.4	85.8	91.2	98.2	99.7	0.3
Piece-workers,	2,235	20.6	34.8	52.1	67.8	80.1	95.0	98.7	1.3
Productive Occupations.	4,213	26.6	38.0	50.9	64.8	74.6	89.9	95.6	4.4
Males.	*982*	*10.8*	*15.9*	*23.6*	*35.4*	*44.2*	*70.3*	*84.5*	*15.5*
Time-workers,	886	10.7	16.1	24.4	36.2	44.7	70.5	84.5	15.5
Piece-workers,	96	11.5	13.5	16.7	28.1	39.6	67.7	84.4	15.6
Females.	*3,231*	*31.4*	*44.7*	*59.2*	*73.8*	*83.9*	*95.9*	*99.0*	*1.0*
Time-workers,	1,071	54.2	65.5	74.2	86.4	91.8	98.0	99.8	0.2
Piece-workers,	2,160	20.1	34.4	51.8	67.5	80.0	94.8	98.6	1.4
Non-productive Occupations.	920	8.5	14.6	22.1	31.1	38.7	67.1	86.5	13.5
Males.	*721*	*2.2*	*4.6*	*10.4*	*18.0*	*25.7*	*58.1*	*82.9*	*17.1*
Time-workers,	680	2.4	4.9	10.7	18.8	26.6	58.4	83.4	16.6
Piece-workers,	41	–	–	4.9	4.9	9.8	53.7	75.6	24.4
Females.	*199*	*31.1*	*50.7*	*64.3*	*78.4*	*85.9*	*99.5*	*99.5*	*0.5*
Time-workers,	124	29.8	52.4	66.1	80.6	86.3	99.2	99.2	0.8
Piece-workers,	75	33.3	48.0	61.3	74.7	85.3	100.0	100.0	–

Employees Who Worked Full Time.

All Occupations.	[2] 2,947	23.6	33.7	43.8	56.3	65.0	83.4	93.2	6.8
Males.	*1,173*	*6.6*	*10.7*	*16.5*	*26.8*	*34.6*	*63.7*	*83.6*	*16.4*
Time-workers,	1,130	6.8	10.9	16.7	26.9	34.7	63.5	83.5	16.5
Piece-workers,	43	2.3	7.0	9.3	23.3	32.6	69.8	86.0	14.0
Females.	*1,774*	*34.8*	*48.9*	*61.8*	*75.9*	*85.1*	*96.4*	*99.5*	*0.5*
Time-workers,	879	48.1	61.7	70.6	84.1	90.0	97.6	99.7	0.3
Piece-workers,	895	21.8	36.4	53.2	67.8	80.3	95.3	99.4	0.6
Productive Occupations.	[2] 2,333	27.7	38.7	50.0	63.6	72.5	87.9	94.6	5.4
Males.	*681*	*9.7*	*15.1*	*22.5*	*34.1*	*42.0*	*67.7*	*82.4*	*17.6*
Time-workers,	638	10.2	15.7	23.4	34.8	42.6	67.6	82.1	17.9
Piece-workers,	43	2.3	7.0	9.3	23.3	32.6	69.8	86.0	14.0
Females.	*1,652*	*35.2*	*48.4*	*61.4*	*75.7*	*85.1*	*96.2*	*99.6*	*0.4*
Time-workers,	793	50.1	62.0	70.9	84.6	90.4	97.5	99.7	0.3
Piece-workers,	859	21.4	35.7	52.6	67.5	80.2	95.1	99.4	0.6
Non-productive Occupations.	614	8.0	15.0	20.0	28.8	36.5	66.3	88.1	11.9
Males.	*492*	*2.4*	*4.7*	*8.1*	*16.7*	*24.4*	*58.1*	*85.4*	*14.6*
Time-workers,	492	2.4	4.7	8.1	16.7	24.4	58.1	85.4	14.6
Females.	*122*	*30.3*	*56.6*	*68.0*	*77.9*	*85.2*	*99.2*	*99.2*	*0.8*
Time-workers,	86	30.2	58.1	68.6	79.1	86.0	98.8	98.8	1.2
Piece-workers,	36	30.6	52.8	66.7	75.0	83.3	100.0	100.0	–

[1] Not including 30 males (two time-workers and 28 piece-workers) and 761 females (two time-workers and 759 piece-workers) whose hourly earnings could not be computed on account of incomplete information.

[2] Not including 22 female piece-workers whose weekly earnings could not be determined.

TABLE 9. — *Percentage (Cumulative) of Employees Earning Specified Amounts per Hour, Classified by Sex, Industry, and General Character of Work* — Continued.

Envelope Making.

All Employees.

Classification.	Total Number of Employees	Percentages Earning per Hour — Under 12 cents	Under 14 cents	Under 16 cents	Under 18 cents	Under 20 cents	Under 25 cents	Under 30 cents	30 cents and over
All Occupations.	[1] **1,997**	**16.4**	**28.8**	**49.7**	**55.6**	**61.6**	**74.6**	**82.9**	**17.1**
Males.	*885*	*5.5*	*8.9*	*13.3*	*22.0*	*25.5*	*45.5*	*62.3*	*37.7*
Time-workers,	867	5.7	9.0	13.5	22.4	26.0	46.3	63.1	36.9
Piece-workers,	18	–	5.6	5.6	5.6	5.6	11.1	27.8	72.2
Females.	*1,112*	*25.0*	*44.6*	*62.5*	*82.4*	*90.3*	*97.8*	*99.3*	*0.7*
Time-workers,	583	33.1	54.5	70.8	88.0	92.3	98.8	99.7	0.3
Piece-workers,	529	16.1	33.7	53.3	76.2	88.1	96.6	98.9	1.1
Productive Occupations.	**1,197**	**19.7**	**33.9**	**48.5**	**64.7**	**71.2**	**81.3**	**87.6**	**12.4**
Males.	*298*	*3.7*	*4.7*	*7.7*	*13.1*	*15.4*	*33.2*	*53.0*	*47.0*
Time-workers,	289	3.8	4.8	8.0	13.5	15.9	33.9	53.6	46.4
Piece-workers,	9	–	–	–	–	–	11.1	33.3	66.7
Females.	*899*	*25.0*	*43.6*	*61.9*	*81.8*	*89.6*	*97.2*	*99.1*	*0.9*
Time-workers,	434	33.2	53.5	69.1	87.1	91.5	98.4	99.5	0.5
Piece-workers,	465	17.4	34.4	55.3	77.0	88.0	96.1	98.7	1.3
Non-productive Occupations.	**800**	**11.4**	**21.1**	**29.1**	**42.0**	**47.3**	**64.6**	**75.9**	**24.1**
Males.	*587*	*6.5*	*11.1*	*16.2*	*26.6*	*30.7*	*51.8*	*67.1*	*32.9*
Time-workers,	578	6.6	11.1	16.3	26.9	31.0	52.4	67.8	32.2
Piece-workers,	9	–	11.1	11.1	11.1	11.1	11.1	22.2	77.8
Females.	*213*	*24.9*	*48.8*	*64.8*	*84.5*	*93.0*	*100.0*	*100.0*	–
Time-workers,	149	32.9	57.7	75.8	90.6	94.6	100.0	100.0	–
Piece-workers,	64	6.3	28.1	39.1	40.6	70.3	89.1	100.0	–

Employees Who Worked Full Time.

All Occupations.	**1,132**	**20.3**	**33.7**	**45.9**	**58.7**	**63.1**	**72.3**	**80.6**	**19.4**
Males.	*485*	*7.8*	*10.7*	*14.6*	*21.0*	*24.5*	*36.9*	*55.3*	*44.7*
Time-workers,	473	8.0	10.8	14.8	21.4	25.0	37.6	56.2	43.8
Piece-workers,	12	–	8.3	8.3	8.3	8.3	8.3	16.7	83.3
Females.	*647*	*29.7*	*50.9*	*69.4*	*86.9*	*92.0*	*98.8*	*99.5*	*0.5*
Time-workers,	446	33.9	55.2	71.1	87.2	91.9	98.7	99.6	0.4
Piece-workers,	201	20.4	41.3	65.7	86.1	92.0	99.0	99.5	0.5
Productive Occupations.	**716**	**23.5**	**37.6**	**52.5**	**66.1**	**70.4**	**78.5**	**85.1**	**14.9**
Males.	*203*	*4.9*	*5.4*	*9.4*	*13.3*	*15.3*	*28.1*	*48.8*	*51.2*
Time-workers,	196	5.1	5.6	9.7	13.8	15.8	29.1	50.0	50.0
Piece-workers,	7	–	–	–	–	–	–	14.3	85.7
Females.	*513*	*30.8*	*50.3*	*69.6*	*86.9*	*92.2*	*98.4*	*99.4*	*0.6*
Time-workers,	344	34.0	54.1	69.5	86.3	91.6	98.3	99.4	0.6
Piece-workers,	169	24.3	42.6	69.8	88.2	93.5	98.8	99.4	0.6
Non-productive Occupations.	**416**	**14.9**	**26.9**	**34.6**	**45.9**	**50.5**	**61.5**	**72.8**	**27.2**
Males.	*282*	*9.9*	*14.5*	*18.4*	*26.6*	*31.2*	*43.3*	*59.9*	*40.1*
Time-workers,	277	10.1	14.4	18.4	26.7	31.4	43.7	60.6	39.4
Piece-workers,	5	–	20.0	20.0	20.0	20.0	20.0	20.0	80.0
Females.	*134*	*25.4*	*53.0*	*68.7*	*82.1*	*91.0*	*100.0*	*100.0*	–
Time-workers,	102	33.3	58.8	76.5	90.2	93.1	100.0	100.0	–
Piece-workers,	32	–	34.4	43.8	75.0	84.4	100.0	100.0	–

[1] Not including five male and 530 female piece-workers whose hourly earnings could not be determined.

TABLE 9. — *Percentage (Cumulative) of Employees Earning Specified Amounts per Hour, Classified by Sex, Industry, and General Character of Work* — Concluded.

Other Paper Products.

All Employees.

Classification.	Total Number of Employees	Percentages Earning per Hour — Under 12 cents	Under 14 cents	Under 16 cents	Under 18 cents	Under 20 cents	Under 25 cents	Under 30 cents	30 cents and over
All Occupations.	[1] **3,739**	**20.9**	**32.1**	**41.3**	**53.9**	**60.7**	**75.8**	**86.4**	**13.6**
Males.	*2,217*	*7.2*	*12.0*	*19.3*	*31.9*	*39.1*	*60.2*	*77.5*	*22.5*
Time-workers,	2,111	7.2	12.0	19.4	32.2	39.5	60.1	77.4	22.6
Piece-workers,	106	4.7	10.4	17.0	26.4	32.1	63.2	81.1	18.9
Females.	*1,522*	*41.0*	*61.6*	*73.5*	*86.0*	*92.2*	*98.5*	*99.3*	*0.7*
Time-workers,	927	53.5	74.9	85.1	93.9	95.8	98.8	99.4	0.6
Piece-workers,	595	21.5	40.8	55.3	73.6	86.6	98.0	99.3	0.7
Productive Occupations.	**2,642**	**24.4**	**38.2**	**48.6**	**62.7**	**69.8**	**83.3**	**91.4**	**8.6**
Males.	*1,314*	*8.6*	*14.5*	*23.1*	*37.9*	*46.1*	*67.4*	*82.9*	*17.1*
Time-workers,	1,234	8.8	14.6	23.3	38.5	46.9	67.5	82.6	17.4
Piece-workers,	80	6.3	13.8	21.3	30.0	33.8	66.3	87.5	12.5
Females.	*1,328*	*40.0*	*61.7*	*73.7*	*87.1*	*93.2*	*99.1*	*99.8*	*0.2*
Time-workers,	796	54.8	76.6	86.8	96.0	97.5	99.6	99.9	0.1
Piece-workers,	532	17.9	39.3	54.1	73.9	86.8	98.3	99.8	0.2
Non-productive Occupations.	**1,097**	**12.5**	**17.5**	**23.9**	**32.7**	**38.8**	**57.6**	**74.4**	**25.6**
Males.	*903*	*4.9*	*8.2*	*13.6*	*23.0*	*28.9*	*49.7*	*69.8*	*30.2*
Time-workers,	877	5.0	8.4	13.9	23.3	29.0	49.6	70.0	30.0
Piece-workers,	26	–	–	3.8	15.4	26.9	53.8	61.5	38.5
Females.	*194*	*47.9*	*60.8*	*71.6*	*77.8*	*85.0*	*94.3*	*95.9*	*4.1*
Time-workers,	131	45.8	64.1	74.8	80.9	85.5	93.9	96.2	3.8
Piece-workers,	63	52.4	54.0	65.1	71.4	84.1	95.2	95.2	4.8

Employees Who Worked Full Time.

All Occupations.	**1,862**	**21.7**	**34.9**	**43.9**	**56.2**	**62.1**	**76.2**	**85.1**	**14.9**
Males.	*1,103*	*8.3*	*13.6*	*19.7*	*32.5*	*40.3*	*60.9*	*75.5*	*24.5*
Time-workers,	1,068	8.3	13.5	19.7	32.5	40.4	60.5	75.0	25.0
Piece-workers,	35	5.7	17.1	20.0	34.3	40.0	74.3	91.4	8.6
Females.	*759*	*41.2*	*65.9*	*79.2*	*90.6*	*93.8*	*98.4*	*99.1*	*0.9*
Time-workers,	531	47.6	71.4	83.2	94.0	95.7	98.7	99.4	0.6
Piece-workers,	228	26.3	53.1	69.7	82.9	89.5	97.8	98.2	1.8
Productive Occupations.	**1,314**	**25.0**	**41.3**	**51.2**	**65.4**	**71.2**	**83.5**	**90.9**	**9.1**
Males.	*654*	*9.2*	*15.9*	*22.0*	*37.8*	*47.1*	*67.6*	*82.0*	*18.0*
Time-workers,	629	9.2	15.6	21.8	37.7	47.4	67.4	81.4	18.6
Piece-workers,	25	8.0	24.0	28.0	40.0	40.0	72.0	96.0	4.0
Females.	*660*	*40.8*	*66.5*	*80.2*	*92.7*	*95.2*	*99.2*	*99.7*	*0.3*
Time-workers,	452	48.5	72.6	84.5	96.2	97.3	99.3	99.8	0.2
Piece-workers,	208	24.0	53.4	70.7	85.1	90.4	99.0	99.5	0.5
Non-productive Occupations.	**548**	**13.7**	**19.5**	**26.5**	**34.3**	**40.3**	**58.8**	**71.4**	**28.6**
Males.	*449*	*6.9*	*10.2*	*16.3*	*24.9*	*30.5*	*51.2*	*66.1*	*33.9*
Time-workers,	439	7.1	10.5	16.6	25.1	30.3	50.6	65.8	34.2
Piece-workers,	10	–	–	–	20.0	40.0	80.0	80.0	20.0
Females.	*99*	*44.4*	*61.6*	*72.7*	*76.8*	*84.8*	*92.9*	*94.9*	*5.1*
Time-workers,	79	43.0	64.6	75.9	81.0	86.1	94.9	97.5	2.5
Piece-workers,	20	50.0	50.0	60.0	60.0	80.0	85.0	85.0	15.0

[1] Not including eight male piece-workers whose hourly earnings could not be determined.

Paper Box Making. Of the 1,703 *male employees,* including both skilled and unskilled, employed in the manufacture of paper boxes, 65.2 per cent earned less than 25[1] cents an hour. There was but very little difference between the hourly earnings of the male time-workers and of the male piece-workers, 65.3 per cent of the former and 63.5 per cent of the latter earning less than 25 cents an hour. Over one-half (59.5 per cent) of the *female employees* earned less than 16[2] cents an hour and 84.0 per cent earned less than 20[2] cents an hour. The difference between the hourly earnings of the time-workers and of the piece-workers was much greater for the females than for the males, 73.4 per cent of the time-workers earning less than 16 cents an hour and 91.2 per cent earning less than 20 cents an hour, as compared with 52.1 per cent of the piece-workers who earned less than 16 cents an hour and 80.1 per cent who earned less than 20 cents an hour.

It will be seen that the level of hourly earnings of the *male employees* who worked *full time* was slightly higher for the time-workers; 16.5 per cent earning 30 cents or over an hour, and 14.0 per cent of the piece-workers earning 30 cents or over an hour, while 63.5 per cent of the time-workers and 69.8 per cent of the piece-workers earned less than 25 cents an hour. The hourly earnings of the *female employees* in this industry who worked *full time* were higher for the piece-workers, 53.2 per cent earning less than 16 cents an hour as compared with 70.6 per cent of the time-workers, while 80.3 per cent of the piece-workers earned less than 20 cents an hour and 90.0 per cent of the time-workers earned less than this amount.

Envelope Making. Of the 885 *male employees,* both skilled and unskilled, employed in the envelope making industry, 45.5 per cent earned less than 25 cents an hour. There was a great difference in the hourly earnings of the male time-workers and piece-workers, 46.3 per cent of the time-workers earning less than 25 cents an hour, while only 11.1 per cent of the piece-workers earned less than this amount. Considerably over one-half (62.5 per cent) of the *female employees* earned less than 16 cents an hour and 90.3 per cent earned less than 20 cents an hour. The hourly earnings of the female employees were somewhat higher for the piece-workers, 53.3 per cent earning less than 16 cents an hour as compared with 70.8 per cent of the time-workers, and 88.1 per cent of the piece-workers earning less than 20 cents an hour as compared with 92.3 per cent of the time-workers.

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[1] This rate (25 cents) is cited here because it is the prevailing rate paid for *unskilled* manual labor for males in Boston and vicinity.

[2] The prevailing rate paid to female day-workers in unskilled domestic service for washing is 15 cents an hour, and for cleaning, 20 cents an hour.

For the *male employees* who worked *full time* in this industry the level of earnings was very much higher for piece-workers than for time-workers, 83.3 per cent of the piece-workers earning 30 cents and over an hour as compared with 43.8 per cent of the time-workers. Over one-third (37.6 per cent) of the time-workers earned less than 25 cents an hour and only 8.3 per cent of the piece-workers earned less than this amount. For the *female employees* who were employed *full time* there was but little difference in the earnings of the time-workers and piece-workers, 71.1 per cent of the time-workers and 65.7 per cent of the piece-workers earning less than 16 cents an hour, while 91.9 per cent of the time-workers and 92.0 per cent of the piece-workers earned less than 20 cents an hour. Less than one per cent both of time and piece-workers earned 30 cents and over an hour, the percentages being 0.4 and 0.5, respectively.

Other Paper Products. Of the 2,217 *male employees,* including both skilled and unskilled, employed in the manufacture of other paper products, 60.2 per cent earned less than 25 cents an hour. There was but little difference between the earnings of male time-workers and piece-workers in this industry, 60.1 per cent of the former and 63.2 per cent of the latter earning less than 25 cents an hour. Nearly three-fourths (73.5 per cent) of the *female employees* earned less than 16 cents an hour, and 92.2 per cent earned less than 20 cents an hour. There was an appreciable difference in the earnings of the female time-workers and piece-workers, 55.3 per cent of the piece-workers earning less than 16 cents an hour as compared with 85.1 per cent of the time-workers who earned less than this amount, and 86.6 per cent of the piece-workers earned less than 20 cents an hour as against 95.8 per cent of the time-workers who earned less than 20 cents an hour.

The level of hourly earnings of the *male employees* who worked *full time* in this industry was considerably higher for the time-workers, 25.0 per cent earning 30 cents or over, as compared with only 8.6 per cent of the piece-workers who earned 30 cents or over, while 60.5 per cent of the time-workers earned less than 25 cents an hour as compared with 74.3 per cent of the piece-workers who earned less than this amount. The hourly earnings of the *female employees* who worked *full time* were but slightly higher for the piece-workers than for the time-workers, 83.2 per cent of the time-workers earning less than 16 cents an hour and 95.7 per cent earning less than 20 cents an hour, the percentages of the piece-workers earning less than these two amounts being 69.7 and 89.5, respectively.

IV.

HOURS OF LABOR.

1. INTRODUCTORY.

Closely related to the subject of earnings is that of working hours, for which reason a detailed study of the hours of labor of the workers in these industries was made. Facts relative to the customary working hours and the hours actually worked in the various establishments during the representative week covered by this inquiry are presented here for all wage-earners for whom such information was available from the payrolls of the manufacturers.

The data relative to customary working hours are here tabulated for 12,203 wage-earners in the three groups of industries studied, while tables of actual hours are shown for 10,975 employees, or 89.9 per cent, the difference, 1,228, representing the number of workers for whom no records of hours worked were kept at the mills.

2. CUSTOMARY WEEKLY WORKING HOURS.

The table which follows shows the number and percentage of employees of each sex classified by the customary number of full-time working hours per week in all occupations and in each of the three departmental branches of the several industries considered in this report.

Although the so-called 54-hour law is legally applicable only to the employment of women and minors in manufacturing and mercantile establishments, it has, nevertheless, effected a corresponding reduction in the hours of labor of men in many of the establishments in which both men and women are employed, thus establishing the 54-hour schedule as a standard working week for men as well as for women.

Of the 1,733 males engaged in *paper box making*, it was found that 43.5 per cent were customarily working 54 hours a week; for 44.1 per cent the full-time hours were over 54 a week; and for only 12.4 per cent were the working hours less than 54 a week. In the *envelope making* group 64.4 per cent of the 890 males customarily worked 54 hours a week, 31.6 per cent worked over 54 hours, when fully employed, and only 4.0 per cent worked less than 54 hours a week. The corresponding percentages for the 2,225 males employed in the manufacture of *other paper products* were 24.9 per cent customarily working 54 hours, 27.1 per cent working over 54 hours a week, and 48.0 per cent working less than 54 hours a week.

The customary hours of labor of nearly three-fourths (71.3 per cent) of the females employed in the *paper box industry* were found to be 54 a week. Only 0.5 per cent customarily worked 48 hours a week, while over one-fourth (28.2 per cent) had a full-time week of over 48 but under 54 hours. Practically all the females engaged in *envelope making* (95.6 per cent) worked customarily 54 hours a week, only 4.4 per cent working less than 54 hours when fully employed. Considering the female employees engaged in the manufacture of *other paper products* we find that somewhat over one-half (58.0 per cent) had a full-time week of 54 hours, 41.5 per cent customarily working over 48 but under 54 hours a week, and only 0.5 per cent working 48 hours or under.

TABLE 10. — *Number and Percentage of Employees Customarily Working Specified Number of Hours a Week, Classified by Sex and Industries.*

Paper Box Making.

Classified Customary Weekly Hours.	All Occupations		Productive Occupations		General Occupations, Producing Departments		Power, Mechanical, and Yard Force	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Males.	**1,733**	**100.0**	**1,000**	**100.0**	**599**	**100.0**	**134**	**100.0**
48 hours and under,	[1] 23	1.3	2	0.2	21	3.5	–	–
Over 48 and under 54 hours,	192	11.1	92	9.2	97	16.2	3	2.2
54 hours,	754	43.5	468	46.8	235	39.2	51	38.1
Over 54 and under 60 hours,	740	42.7	435	43.5	243	40.6	62	46.3
60 hours,	17	1.0	3	0.3	3	0.5	11	8.2
Over 60 and not over 72 hours,	4	0.2	–	–	–	–	4	3.0
Over 72 and under 84 hours,	3	0.2	–	–	–	–	3	2.2
Females.	**4,191**	**100.0**	**3,972**	**100.0**	**219**	**100.0**	–	–
48 hours,	19	0.5	17	0.4	2	0.9	–	–
Over 48 and under 54 hours,	1,184	28.2	1,118	28.2	66	30.1	–	–
54 hours,	2,988	71.3	2,837	71.4	151	69.0	–	–

Envelope Making.

Males.	**890**	**100.0**	**300**	**100.0**	**410**	**100.0**	**180**	**100.0**
Under 48 hours,	21	2.4	6	2.0	14	3.4	1	0.6
48 hours,	–	–	–	–	–	–	–	–
Over 48 and under 54 hours,	14	1.6	4	1.3	10	2.4	–	–
54 hours,	573	64.4	208	69.4	249	60.7	116	64.5
Over 54 and under 60 hours,	246	27.6	78	26.0	127	31.0	41	22.8
60 hours,	17	1.9	4	1.3	5	1.2	8	4.4
Over 60 and not over 72 hours,	9	1.0	–	–	3	0.7	6	3.3
Over 72 and under 84 hours,	1	0.1	–	–	1	0.3	–	–
84 hours and over,	9	1.0	–	–	1	0.3	8	4.4
Females.	**1,642**	**100.0**	**1,350**	**100.0**	**292**	**100.0**	–	–
Under 48 hours,	54	3.3	46	3.4	8	2.7	–	
48 hours,	–	–	–	–	–	–	–	–
Over 48 and under 54 hours,	19	1.1	19	1.4	–	–	–	–
54 hours,	1,569	95.6	1,285	95.2	284	97.3	–	–

[1] The customary hours of labor were less than 48 a week for only one employee.

TABLE 10. — *Number and Percentage of Employees Customarily Working Specified Number of Hours a Week, Classified by Sex and Industries* — Concluded.

Other Paper Products.

Classified Customary Weekly Hours.	All Occupations		Productive Occupations		General Occupations, Producing Departments		Power, Mechanical, and Yard Force	
	Number	Percentage	Number	Percentage	Number	Percentage	Number	Percentage
Males.	**2,225**	**100.0**	**1,318**	**100.0**	**732**	**100.0**	**175**	**100.0**
Under 48 hours,	2	0.1	1	0.1	–	–	1	0.6
48 hours,	55	2.5	19	1.5	36	4.9	–	–
Over 48 and under 54 hours,	1,011	45.4	474	36.0	453	61.9	84	48.0
54 hours,	554	24.9	353	26.8	162	22.1	39	22.3
Over 54 and under 60 hours,	377	16.9	292	22.2	62	8.5	23	13.1
60 hours,	156	7.0	127	9.6	19	2.6	10	5.7
Over 60 and not over 72 hours,	57	2.6	51	3.7	–	–	6	3.4
Over 72 and under 84 hours,	13	0.6	1	0.1	–	–	12	6.9
Females.	**1,522**	**100.0**	**1,328**	**100.0**	**194**	**100.0**	–	–
Under 48 hours,	6	0.4	3	0.2	3	1.6	–	–
48 hours,	2	0.1	1	0.1	1	0.5	–	–
Over 48 and under 54 hours,	632	41.5	567	42.7	65	33.5	–	–
54 hours,	882	58.0	757	57.0	125	64.4	–	–

3. ACTUAL HOURS WORKED IN A REPRESENTATIVE WEEK.

The term "actual hours" means the number of hours actually worked by employees in the representative week for which pay-rolls were obtained in this inquiry. As already explained, a record of the actual hours spent at work was available for but 89.9 per cent of all the wage-earners considered in this report.

In all manufacturing establishments in Massachusetts the maximum number of hours which may be legally worked in a week (exclusive of meal periods) by women and minors under 18 years of age is 54. Since the data herein presented were obtained the working hours for minors under 16 years of age have been further reduced to 48 a week. In the case of males 18 years of age and over the hours of labor are not limited by statute.

Occasionally in the course of this inquiry pay-rolls indicated an excess over 54 hours of labor for female employees. This apparent violation of the law may, no doubt, be explained as due to the method of figuring pay for extra or special work. Credit for special work — such as cleaning of work-rooms or offices — is often entered on pay-rolls, not at a higher rate of pay, but as time and one-half, double time, etc., although the *actual* number of hours worked may be well within the law. For a special grade of work it sometimes happens that a week of five and one-half days of

nine hours each is paid for at the rate of one and one-quarter days for each of six days. This explanation will doubtless account for any apparent excessive number of working hours for women that may be shown in the following tables.

Facts as to the number of hours worked are brought out more forcibly when presented in tabular form. In the following table the average customary working time and the average hours actually worked in the representative week covered by this investigation are shown for each of the various classes of employees for whom weekly hours of labor were ascertained. We find in each of the three groups of industries that the average number of hours actually worked by nearly all of the important classes of employees during the week covered by this inquiry were somewhat less than their average customary full-time weekly hours. For the male time-workers in a few cases the average actual hours per employee showed an excess over the average regular hours for that class of workers.

TABLE 11. — *Average Customary Working Time and Average Hours Actually Worked in a Representative Week, Classified by Industries.*

Paper Box Making.

Classification.	Males		Females	
	Average Customary Working Hours	Average Hours Actually Worked	Average Customary Working Hours	Average Hours Actually Worked
All Occupations.	**55.1**	**54.6**	**53.3**	**50.4**
Under 16 years of age,	53.5	49.8	53.6	50.5
16 years of age and over,	55.3	55.0	53.3	50.4
Employees who worked:				
Full time,	55.3	55.3	53.6	53.6
Overtime,	54.2	61.5	50.9	55.2
Undertime,	55.2	46.4	53.3	46.9
Time-workers,	55.2	54.8	53.3	50.8
Piece-workers,	54.8	52.3	53.4	50.2

Envelope Making.

All Occupations.	**54.7**	**54.8**	**53.8**	**51.0**
Under 16 years of age,	53.4	49.6	53.1	50.7
16 years of age and over,	54.8	55.2	53.8	51.0
Employees who worked:				
Full time,	54.8	54.8	53.4	53.4
Overtime,	54.5	61.3	–	–
Undertime,	54.5	46.8	54.0	47.5
Time-workers,	54.7	54.9	53.4	51.6
Piece-workers,	53.1	50.1	54.0	50.2

TABLE 11. — *Average Customary Working Time and Average Hours Actually Worked in a Representative Week, Classified by Industries* — Concluded.

Other Paper Products.

Classification.	Males		Females	
	Average Customary Working Hours	Average Hours Actually Worked	Average Customary Working Hours	Average Hours Actually Worked
All Occupations.	**53.8**	**53.6**	**52.7**	**49.0**
Under 16 years of age,	53.1	50.0	53.1	49.9
16 years of age and over,	53.8	53.9	52.5	48.7
Employees who worked:				
Full time,	54.1	54.1	52.8	52.8
Overtime,	53.3	61.3	51.7	54.3
Undertime,	53.4	43.9	52.5	44.8
Time-workers,	53.8	53.7	52.4	48.5
Piece-workers,	53.2	50.7	53.0	49.6

The following table has been prepared in order to show how widely the number of working hours varies for the several classes of employees considered. When these percentages are examined in connection with the column of average hours worked by each class of wage-earners they afford a significant showing as to the proportion of employees working over or under the average number of hours for their respective class. The facts are shown for those employees only whose actual hours of labor were matters of record on the manufacturers' pay-rolls.

TABLE 12. — *Average Hours Actually Worked and Percentage of Time-workers and Piece-workers Working Full Time, Overtime, and Undertime, Classified by Number of Hours in a Representative Week, and by Sex and Industries.*

Paper Box Making.

Classification.	Total Number of Employees	Average Hours Worked	Percentage of Employees Whose Actual Hours of Labor were —						
			48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 but not over 72	Over 72
All Occupations.	[1] **5,239**	**51.8**	**15.2**	**32.7**	**36 9**	**12.5**	**0.6**	**1.7**	**0.4**
Males.	*1,703*	*54.6*	*6.4*	*14.5*	*32.9*	*38.1*	*1.8*	*5.1*	*1.2*
Full time,	1,173	55.3	0.8	9.3	45.6	42.7	1.2	0.2	0.2
Overtime,	240	61.5	–	3.7	2.5	44.2	7.1	34.6	7.9
Undertime,	290	46.4	34.5	44.5	6.5	14.5	–	–	–
Females.	*3,536*	*50.4*	*19.5*	*41.4*	*38.9*	*0.1*	[2] –	*0.1*	–
Full time,	1,796	53.6	0.1	24.4	75.5	–	–	–	–
Overtime,	38	55.2	–	26.3	47.4	10.5	2.6	13.2	–
Undertime,	1,702	46.9	40.3	59.6	0.1	–	–	–	–

[1] Not including 30 males and 655 females whose actual hours of labor were not reported.

[2] 0.03 per cent.

TABLE 12. — *Average Hours Actually Worked and Percentage of Time-workers and Piece-workers Working Full Time, Overtime, and Undertime, Classified by Number of Hours in a Representative Week, and by Sex and Industries* — Continued.

Paper Box Making — Concluded.

Classification.	Total Number of Employees	Average Hours Worked	Percentage of Employees Whose Actual Hours of Labor were —						
			48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 but not over 72	Over 72
Time-workers.	**2,761**	**53.1**	**9.4**	**21.3**	**41.7**	**22.5**	**1.1**	**3.2**	**0.8**
Males.	*1,566*	*54.8*	*6.1*	*12.2*	*33.7*	*39.5*	*1.9*	*5.3*	*1.3*
Full time,	1,130	55.3	0.8	9.6	44.9	43.0	1.2	0.3	0.2
Overtime,	227	61.8	–	1.3	2.2	46.3	6.6	35.2	8.4
Undertime,	209	44.9	41.1	37.8	7.7	13.4	–	–	–
Females.	*1,195*	*50.8*	*13.8*	*33.2*	*52.3*	*0.2*	*0.1*	*0.4*	–
Full time,	879	53.4	0.2	30.6	69.2	–	–	–	–
Overtime,	33	55.3	–	24.2	51.5	6.1	3.0	15.2	–
Undertime,	283	42.2	57.6	42.4	–	–	–	–	–
Piece-workers.	**2,478**	**50.3**	**21.7**	**45.3**	**31.5**	**1.3**	**0.1**	**0.1**	–
Males.	*137*	*52.3*	*10.2*	*40.9*	*23.3*	*21.9*	*1.5*	*2.2*	–
Full time,	43	55.2	–	–	65.1	34.9	–	–	–
Overtime,	13	56.2	–	46.1	7.7	7.7	15.4	23.1	–
Undertime,	81	50.2	17.3	61.7	3.7	17.3	–	–	–
Females.	*2,341*	*50.2*	*22.4*	*45.5*	*32.0*	*0.1*	–	–	–
Full time,	917	53.7	–	18.5	81.5	–	–	–	–
Overtime,	5	54.6	–	40.0	20.0	40.0	–	–	–
Undertime,	1,419	47.9	36.9	63.0	0.1	–	–	–	–

Envelope Making.

All Occupations.	[1] **1,997**	**52.7**	**15.3**	**20.7**	**46.3**	**11.1**	**0.9**	**4.5**	**1.2**
Males.	*885*	*54.8*	*9.5*	*11.3*	*39.2*	*25.0*	*2.1*	*10.2*	*2.7*
Full time,	485	54.8	3.9	2.9	68.7	19.2	1.8	1.4	2.1
Overtime,	222	61.3	–	–	–	51.8	4.5	37.4	6.3
Undertime,	178	46.8	36.5	48.3	7.9	7.3	–	–	–
Females.	*1,112*	*51.0*	*19.9*	*28.2*	*51.9*	–	–	–	–
Full time,	647	53.4	8.3	2.5	89.2	–	–	–	–
Undertime,	465	47.5	35.9	64.1	–	–	–	–	–
Time-workers.	**1,450**	**53.6**	**12.6**	**13.5**	**49.9**	**14.9**	**1.3**	**6.2**	**1.6**
Males.	*867*	*54.9*	*9.2*	*11.2*	*39.3*	*24.9*	*2.2*	*10.4*	*2.8*
Full time,	473	54.9	3.6	3.0	69.1	18.8	1.9	1.5	2.1
Overtime,	221	61.3	–	–	–	51.6	4.5	37.6	6.3
Undertime,	173	47.0	36.4	48.0	8.1	7.5	–	–	–
Females.	*583*	*51.6*	*17.5*	*17.0*	*65.5*	–	–	–	–
Full time,	446	53.2	10.8	3.6	85.6	–	–	–	–
Undertime,	137	46.4	39.4	60.6	–	–	–	–	–
Piece-workers.	**547**	**50.2**	**22.5**	**39.9**	**36.7**	**0.9**	–	–	–
Males.	*18*	*50.1*	*22.2*	*16.7*	*33.3*	*27.8*	–	–	–
Full time,	12	53.3	16.7	–	50.0	33.3	–	–	–
Overtime,	1	58.0	–	–	–	100.0	–	–	–
Undertime,	5	40.8	40.0	60.0	–	–	–	–	–
Females.	*529*	*50.2*	*22.5*	*40.6*	*36.9*	–	–	–	–
Full time,	201	53.8	3.0	–	97.0	–	–	–	–
Undertime,	328	48.0	34.5	65.5	–	–	–	–	–

[1] Not including five males and 530 females whose actual hours of labor were not reported.

TABLE 12. — *Average Hours Actually Worked and Percentage of Time-workers and Piece-workers Working Full Time, Overtime, and Undertime, Classified by Number of Hours in a Representative Week, and by Sex and Industries* — Concluded.

Other Paper Products.

Classification.	Total Number of Employees	Average Hours Worked	Percentage of Employees Whose Actual Hours of Labor were —						
			48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 but not over 72	Over 72
All Occupations.	[1] **3,739**	**51.7**	**17.3**	**36.8**	**22.5**	**11.7**	**3.7**	**6.5**	**1.5**
Males.	*2,217*	*53.6*	*13.4*	*32.1*	*15.5*	*19.2*	*6.3*	*10.9*	*2.6*
Full time,	1,103	54.1	0.7	41.4	28.7	20.3	5.1	2.6	1.2
Overtime,	592	61.3	–	8.4	3.6	30.6	14.0	36.0	7.4
Undertime,	522	43.9	55.2	39.3	1.3	4.0	0.2	–	–
Females.	*1,522*	*49.0*	*23.1*	*43.6*	*32.6*	*0.7*	–	–	–
Full time,	759	52.8	0.8	34.3	64.9	–	–	–	–
Overtime,	26	54.3	–	42.3	15.4	42.3	–	–	–
Undertime,	737	44.8	46.8	53.2	–	–	–	–	–
Time-workers.	**3,038**	**52.2**	**15.7**	**36.3**	**19.4**	**14.3**	**4.5**	**7.9**	**1.9**
Males.	*2,111*	*53.7*	*13.0*	*31.6*	*14.8*	*20.0*	*6.5*	*11.4*	*2.7*
Full time,	1,068	54.1	0.7	42.7	26.7	21.0	5.0	2.7	1.2
Overtime,	577	61.5	–	6.8	3.6	30.9	14.4	36.7	7.6
Undertime,	466	43.4	57.1	36.7	1.5	4.5	0.2	–	–
Females.	*927*	*48.5*	*22.0*	*47.2*	*29.7*	*1.1*	–	–	–
Full time,	531	52.4	1.1	47.7	51.2	–	–	–	–
Overtime,	20	54.6	–	35.0	15.0	50.0	–	–	–
Undertime,	376	42.8	52.7	47.3	–	–	–	–	–
Piece-workers.	**701**	**49.8**	**24.1**	**38.7**	**36.1**	**0.6**	**0.4**	**0.1**	–
Males.	*106*	*50.7*	*20.8*	*43.4*	*29.2*	*2.8*	*2.8*	*1.0*	–
Full time,	35	54.4	–	2.8	88.6	–	8.6	–	–
Overtime,	15	53.7	–	73.3	–	20.0	–	6.7	–
Undertime,	56	47.6	39.3	60.7	–	–	–	–	–
Females.	*595*	*49.6*	*24.7*	*37.8*	*37.3*	*0.2*	–	–	–
Full time,	228	53.9	–	3.1	96.9	–	–	–	–
Overtime,	6	53.5	–	66.6	16.7	16.7	–	–	–
Undertime,	361	46.9	40.7	59.3	–	–	–	–	–

[1] Not including eight males whose actual hours of labor were not reported.

Paper Box Making. During the representative week for which data were obtained a large majority of the 1,703 *male employees* in paper box factories worked the stipulated full-time hours of the several mills. The average number of hours worked by this class of employees was 55.3, the largest percentage (45.6) working 54 hours a week. The extent of overtime work in the industry, as determined for the week under review, was not conspicuous and was confined almost entirely to time work. Payrolls showed that but 240 males, or 14.1 per cent of the total number in the industry for whom information was secured, worked overtime; the largest proportion of these overtime workers (44.2 per cent) worked in excess of 54 hours but less than 60, while the second largest group (34.6 per cent) worked over 60 but not over 72 hours. The average number of

working hours for male employees who worked overtime was 61.5, or seven hours more than the regular full-time average (54.5 hours).[1] Nearly one-half (44.5 per cent) of the male employees who worked undertime in the paper box mills worked over 48 but under 54 hours, while the average number of hours for this class of undertime workers considered as a whole was 46.4. The average amount of undertime per employee was found to be 8.8 hours less than the customary hours.[1]

Slightly over one-half (50.8 per cent) of the 3,536 *female employees*, for whom information was obtained as to actual number of hours worked in the paper box factories, worked full time. Of this number 75.5 per cent worked 54 hours, the legal maximum of working hours for women and minors in the Commonwealth. Overtime work among the female workers considered in this study was but a small factor. Although, as already stated, this table would seem to reveal the fact that the working hours of women exceeded in some few cases the legal maximum, this apparent excessive working time may be attributed to the practice of crediting special work on the pay-rolls at the rate of double time, time and one-half, etc., whereas the total hours actually worked would not exceed the legal limits. Nearly one-half (48.1 per cent) of the total number of females worked undertime in the representative week; of these employees who worked undertime the proportion of piece-workers was very large. The average number of hours lost per employee, as computed for all the females who worked undertime, was 6.4.[1]

Envelope Making. Practically all work done by male employees in the envelope industry was found to be on the time-work basis. Over one-half (54.8 per cent) of the 885 male employees in the industry worked full time in the week covered by this inquiry. By far the largest proportion (68.7 per cent) of these full-time workers worked 54 hours, a figure closely corresponding to the average number of hours worked (54.8) as computed for this class of workers as a whole. Overtime work was reported for 222 male employees, or 25.1 per cent of the total number. The largest proportion of this number (51.8 per cent) worked over 54 but under 60 hours; the next largest group (37.4 per cent) worked over 60 but not over 72 hours. The average amount of overtime work per employee was 6.8 hours over the average normal working time (54.5 hours) of these employees.[1] Male employees who worked undertime formed 20.1 per cent of the total number in the industry, the average undertime per employee amounting to 7.7 hours.[1] Over one-third (36.5 per cent) of these undertime workers worked 48 hours or less; 48.3 per cent worked over 48 but under 54 hours.

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[1] See Table A on pages 61 to 63.

Considering the 1,112 female employees for whom records of the actual number of hours worked were available, we find that 647, or 58.2 per cent, worked full time in the representative week, as compared with 41.8 per cent who worked undertime. No overtime work was reported for female employees in the industry. Of the full-time workers 89.2 per cent worked 54 hours a week, the average number of hours actually worked by this class of employees being 53.4. Undertime work was more noticeable among the female piece-workers than among the time-workers. For the total number of females who worked undertime the average number of hours was 47.5, or 6.5 hours less than the customary working week.[1]

Other Paper Products. Nearly one-half (49.8 per cent) of the male employees in this group of industries worked full time in the representative week. The average number of hours worked by these employees was 54.1, while the largest proportion (41.4 per cent) were employed over 48 but under 54 hours; 28.7 per cent, the second largest group, worked 54 hours. Overtime work among the male employees was found almost entirely among the time-workers. Pay-rolls showed that 592 males, or 26.7 per cent of the total number considered in this industry group, worked overtime. The largest proportion (36.0 per cent) worked over 60 but not over 72 hours, while 7.4 per cent worked over 72 hours. The average number of hours for all male employees working overtime was 61.3, or eight hours over the regular full-time average (53.3 hours).[1] Nearly one-fourth (23.5 per cent) of the male employees worked undertime, the average undertime per employee amounting to 9.5 hours during the week under review.[1] Over one-half (55.2 per cent) of these undertime workers worked 48 hours or less.

Of the 1,522 female employees considered in this industry group, nearly one-half, or 49.9 per cent, worked full time, the largest proportion (64.9 per cent) working 54 hours a week. The average number of customary working hours as computed for all the females who worked full time was 52.8. Approximately one-half (48.4 per cent) of the female employees worked undertime in the representative week, the amount of undertime averaging 7.7 hours.[1]

There is some variation according to locality in the hours of labor maintained in the different factories. This point is brought out in the following summary table. The information is given principally by geographical divisions, but statistics are also shown for a few cities which were considered as the more important manufacturing centers of the special industries studied, the measure of importance being the number and size of establishments.

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[1] See Table A on pages 61 to 63.

TABLE 13. — *Average Customary Working Time and Average Hours Actually Worked in a Representative Week, Classified by Industries and Localities.*

Locality.	Males		Females	
	Average Customary Working Hours	Average Hours Actually Worked	Average Customary Working Hours	Average Hours Actually Worked
Paper Box Making.				
All Occupations.	**55.1**	**54.6**	**53.3**	**50.4**
Boston and vicinity,	56.7	54.7	53.0	50.0
Brockton and vicinity,	54.0	53.7	54.0	51.6
Haverhill,	55.9	55.3	54.0	52.5
Lynn,	54.7	54.3	53.0	51.0
Other municipalities in Eastern Massachusetts,	54.0	54.7	52.9	49.8
Worcester County,	55.7	55.8	53.9	51.0
Western Massachusetts,	54.4	53.6	53.9	50.1
Envelope Making.				
All Occupations.	**54.7**	**54.8**	**53.8**	**51.0**
Springfield,	54.8	54.1	54.0	52.1
Worcester,	54.8	54.3	53.9	51.3
Other municipalities,	54.6	55.9	53.3	50.1
Other Paper Products.				
All Occupations.	**53.8**	**53.6**	**52.7**	**49.0**
Boston and vicinity,	52.5	50.4	51.4	49.1
Holyoke,	54.2	54.0	54.0	51.0
Springfield,	56.1	54.0	54.0	51.4
Eastern Massachusetts (not including Boston and vicinity),	52.8	53.2	51.9	48.6
Worcester County,	56.1	57.4	54.0	48.1
Berkshire County,	55.0	56.4	54.0	47.2

According to the above table it appears that in nearly all localities the average number of hours actually worked per employee (male and female) in each of the three groups of industries during the representative week was slightly less than the average number of regular full-time working hours.

It will be observed that the maximum average customary number of hours of labor for males (56.7) was found to be in the group of paper box factories located in Boston and vicinity. The average number of hours *actually* worked, however, during the week under review, by the male employees of these establishments, was 54.7, or two hours less than the normal working time.

The average customary number of hours worked by female employees varied from 51.4 in Boston and vicinity, for those engaged in the manufacture of paper goods grouped under the caption "Other Paper Products", to an average of 54, the legal maximum which prevailed in several localities represented in each branch of the paper products industries covered by this report.

V.

THE MANUFACTURE OF PAPER PRODUCTS.

1. PAPER BOX MAKING.

The manufacture of paper boxes has become an important and growing industry. For the most part the work is done by women and girls, but the heavier work, such as machine work, the handling of large sheets of box board, and the shipping, is done by men, while boys serve as errand boys and operate simple machines.[1] Supervisory and accounting clerks and mechanics and their helpers are also required in large numbers, while the transportation of supplies and of the finished product furnishes employment to many drivers and chauffeurs. Many establishments own their own transportation equipment, but in some cases this work is done under contract. In some of the large establishments extensive plants are maintained for supplying heat, light, and power, necessitating the employment of engineers and firemen, but in the smaller factories gas or electricity as power is purchased directly, thereby rendering unnecessary the maintenance of a distinct power plant — an important item in the cost of production of the large establishments.

The development of the business has been accompanied by inevitable changes in methods, the manufacture having been transformed from a hand to a machine industry. In the earlier days a box maker was a trained worker, handling few tools and capable of performing every operation required in making a box. To some extent hand work still lingers in the trade, and, although it now constitutes a comparatively small part of the process of paper box making, it can hardly be dispensed with entirely, because very little machine work is done in the making of the best grades of boxes, such, for instance, as are now used as containers for the highest priced candies and for expensive jewelry. Boxes of irregular shape or of unusual character are also made by hand. The tremendous increase in the use of paper boxes, creating a demand for cheaper goods and for more rapid production, has led to the very general introduction of machinery. This increased demand is of comparatively recent growth. Innumerable articles which formerly were wrapped in paper or put into paper bags are now boxed before they are put on sale. Shoes, hats, clothing of nearly every kind, candy, crackers, and biscuits, phonograph records, electric-light bulbs, breakfast food, toilet articles, cigarettes, and a bewildering variety of other goods are now packed in paper boxes, often as soon as manufactured. In fact, the box has become such an important part of the finished product that in many cases a box-making

[1] See Bulletin issued by the Girls Trade Education League.

department has been installed in establishments engaged in making articles for the retail trade, this method having been found more satisfactory than having the boxes made at a regular factory.

In order to keep pace with the growing demand, machinery has been devised and improved until now, in a highly organized factory, the workers are principally engaged in tending machines, the operation of which demands manual dexterity, but no great amount of skill or muscular strength. Accordingly, there has resulted a quite general employment of women and juveniles. Of late years the restrictions provided in the child labor law in this Commonwealth have resulted in the employment of older children than were formerly employed in the box-making industry. One employer reported that it had been his custom to employ children without much regard to age during the summer vacation period, but now, because of the necessity of procuring employment certificates, etc., he no longer employs any minors under 16 years of age. The young people are first employed as strikers and helpers and from these occupations are transferred to the better-paying positions as fast as they show aptitude for the work.

Those employees known as "bench workers" or "table workers" constitute the most skilled workers in this industry, as they are employed in making the expensive boxes of an unusual character which are made mostly by hand. It is in this occupation, as a rule, that one finds the worker, often an elderly woman, who has had the training and possesses the artistic as well as the mechanical ability to perform the work required on special kinds of boxes. Practically all bench workers in this line are well paid. There is constant demand for novelties in the shape of hand-made boxes. The bench worker, therefore, enjoys a freedom from that monotonous work which attends the constant operation of machines producing the standard products.

The working conditions in paper box factories are not altogether unpleasant. The almost continuous handling of paste or glue in some of the operations, with the occasional smearing of hands and clothing, is in itself somewhat disagreeable, but in their efforts not to spoil the goods on which they are working the operators become extremely skilful in handling these adhesives, and usually their clothing is protected by large aprons. The odor of glue and paste, which is so disagreeable to those unaccustomed to it, exists in many factories, but is minimized in a great measure by proper ventilation and by care in the heating of the glue.

Two conditions in the industry which affect the general health and welfare of the employees are the use of dangerous machinery and the fact that many of the machine operators are obliged to stand while

working. The "stayer" is probably the most dangerous of the machines on which women work, no practical device having yet been perfected by which accidents on this machine may be prevented. In some establishments steel finger protectors, similar in appearance to a thimble but covering more of the finger, are in use by operators of staying machines. These protectors do not entirely prevent accidents, but do tend to lessen their ill effects. The older workers object somewhat to wearing the protectors because they tend to diminish the speed of operation and so reduce earnings. The corner cutters, too, generally operated by men, are another source of accidents, but these machines can be, and in many places now are, protected by safety guards. In operating one machine, the operator (usually a woman or girl) is obliged to balance herself on one foot while using the other to trip a lever, and to continue this work for the entire day.

More than five years ago the inspectors of the United States Department of Labor, after investigating the conditions of woman and child labor in the box-making industry in this State, reported that it was then possible to equip the dangerous machinery with practical safety devices; nevertheless, many machines now in use are not so equipped. The expense of installing the devices and the fear of a reduced production by machines equipped with them has been largely responsible for the delay on the part of the employers in making these improvements, and the employee, also, is naturally averse to using any device which would tend to reduce earnings. There is, however, some indication that conditions are improving in this respect, one manufacturer of box-making machinery having recently reported that for some months all of the new machines leaving his factory had been equipped with modern safety devices. The laws of this State, as well as of many other States, require that seats be provided for women engaged in certain occupations, and the general adoption of a law of this nature will, in time, bring about the construction of seats on all machines which are now operated while the worker stands.

Nearly all of the male employees in paper box factories are paid on a weekly basis, but many of the female employees (more than 50 per cent) are paid on a piece-rate basis. In some establishments the operators on certain machines engage their own helpers and make their own bargain with them as to compensation, but this is by no means a general practice.

The work is somewhat seasonal, the rush periods depending upon the kinds of goods manufactured. Generally there is a busy season, varying from a few weeks to two or three months before Christmas, and a shorter rush period just before Easter. The period following the Christmas rush

and the summer months are usually dull periods. In those factories where the principal articles manufactured are staple, such as shoe or cigarette boxes, the work is practically non-seasonal, but where novelties or fancy boxes are made there are apt to be well-defined rush and slack seasons. In order to hold their working forces together during the dull seasons the larger establishments find it to their advantage to make up work during the dull months and to store the finished goods until wanted by the consumer.

Although the various processes of box making are very much the same in all establishments, the work devolving upon the different employees differs according to the size of the establishment and the style of box made. In the smaller factories one employee may be engaged on several processes while in the larger establishments a single process may be performed by two or more workers. Likewise the names of the various occupations differ in the several establishments, consequently there are more occupation names than distinct occupations.

The two standard types of paper boxes are what are known as the "stiff" box, such as those in which candy is packed, and the "collapsible" or folding box, such as are used for ice cream and crackers. Some establishments specialize in one or the other type, but seldom is the manufacture confined to a single type. The folding box is not only cheaper than the stiff box but is decidedly less bulky, and in some cases requires no further operation than the simple creasing or shaping by machine. These boxes are shipped from the factory in large bundles in "knocked-down" condition and are opened and shaped as needed. Some folding boxes have one glued edge which is fastened by machine and these, like the unglued boxes, are shipped "flat", in quantities.

The stiff box involves more processes in manufacture than the collapsible box and it varies greatly in style. The cost varies according to the materials used, the difficulty in manufacture, and the durability, size, etc., of the boxes. Thus an expensive candy box is much more difficult to manufacture than an ordinary shoe box, the former being more artistic than durable, while of the latter the reverse is true. Some boxes are made entirely by hand, others by machinery; some are made almost entirely out of one piece of material, while others are made from separate pieces. Those boxes which are designed for only temporary use or as containers for boxes of better quality are not covered or trimmed, while those which are for more permanent use are often covered with white or colored paper, and in some cases are finished in an expensive and artistic manner.

The stock used in the manufacture of paper boxes is newsboard, made

from old newspapers; strawboard, made from straw; wood-pulp board, made from wood; and chipboard, made from the shavings and chips gathered in the paper-box factories and worked over into stock at the mills. These various kinds of boards are commonly termed "box board." Such stock is shipped in large sheets, or in the case of thin material, in large rolls, directly from the producing mills or from dealers. It may be purchased already "lined", that is, with one side covered with white or colored paper, or it may be lined at the factory. This lined surface forms the inside of the box and serves as a finish.

2. ENVELOPE MAKING.

Following the introduction of cheap postage in Great Britain and in the United States, about 1840, the use of envelopes for the purpose of enclosing personal correspondence became quite general. Prior to 1844 comparatively few envelopes were used and those were all made by hand, the blank forms being cut, folded and gummed without the use of any machinery whatever. In 1844 a patent was granted in England for an envelope-making machine, and about five years later the machine was patented in the United States. Since that time the machinery has been so perfected that the making of envelopes has become almost wholly a mechanical operation, thereby greatly reducing the cost of manufacture. The demand for a great variety of envelopes has led to the use of many grades and colors of paper in their manufacture.

The largest envelope factories in Massachusetts are located in Springfield and Worcester, the latter city being the acknowledged center of the industry in the United States. In manufacturing envelopes the forms or blanks are cut directly from the paper, generally a ream at a time, by a steel die driven by steam pressure. These blanks are fed automatically to the envelope machine where they are folded, the margins being gummed, the proper edges being pressed together, and the gum, known as the seal, on the loose or upper flap being dried. These operations are rapidly performed while the envelopes pass through the machine and, when thus completed, the envelopes pass on an endless belt to the front of the machine and are deposited in packages of twenty-five envelopes each. The operator then bands each package with a narrow strip of paper, and packs it in a box ready for shipment. From five to six thousand envelopes an hour can be made on each of these machines. When the envelopes are of unusual size or character, it is necessary to make them by hand, in which case the envelopes, after being blanked in the usual way, are folded and the flaps are gummed and sealed at the bench. For the purpose of

enclosing second class mail matter, which is subject to examination or for office filing purposes, certain envelopes are made with the upper flap ungummed. Such envelopes are usually equipped with clasps of metal or with extension cords, which prevent the contents from falling out yet admit of ready examination.

Frequently envelopes are addressed or printed during the process of manufacture, consequently the printing department is often an important department in an envelope factory. All printing is usually done on the blank before it is folded, and for this purpose very rapid automatic presses are generally used.

As nearly all of the operations in the manufacture of envelopes are performed by automatic machines, the majority of the employees in an envelope factory are women and girls. Men operate the cutting machines on which the shapes or blanks are cut, adjust the delicate mechanism of the envelope machines, set them for the various sized blanks, and keep them in proper running order, but women do all the bench work on hand-made envelopes, tend the machines on which the envelopes are folded and sealed, and perform many of the operations in the printing department.

No great skill is required of a machine operator, and the work in an envelope factory is generally clean and free from danger. The female employees are not required to do heavy lifting, are not subject to severe eye strain as in some industries, and are not required to handle any dirty material other than gum or mucilage. Women known as "clasp attachers" or "claspers", who operate the machines by which are attached the different devices for fastening the unsealed envelopes, are required to use some care in operating their machines so as to avoid accidents to their hands and fingers, but, otherwise, no dangerous machinery is operated by women in the manufacture of envelopes.

VI.

DETAILED TABLES.

TABLE A. — Customary and Actual Working Time, with Reference to Full Time, Overtime, and Undertime.

TABLE B. — Customary and Actual Working Time, with Reference to Time and Piece-work.

TABLE C. — Earnings and Working Time, with Reference to Full Time, Overtime, and Undertime.

TABLE D. — Earnings and Working Time, with Reference to Time and Piece-work.

TABLE E. — Actual Weekly Earnings: By Occupations.

TABLE F. — Actual Hourly Earnings: By Occupations.

TABLE G. — Customary and Actual Weekly Working Time: By Occupations.

TABLE A. — CUSTOMARY AND ACTUAL WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME.

Paper Box Making.

Classification.	Regardless of Time Worked			Full Time		Overtime			Undertime		
	Number of Employees	Average **Customary** Working Hours	Average Hours **Actually** Worked	Number of Employees	Average Hours	Number of Employees	Average **Customary** Working Hours	Average Hours **Actually** Worked	Number of Employees	Average **Customary** Working Hours	Average Hours **Actually** Worked
All Occupations.	[1] **5,924**	**53.9**	**51.8**	**2,969**	**54.2**	**278**	**54.0**	**60.6**	**1,992**	**53.6**	**46.8**
Males.	*1,733*	*55.1*	*54.6*	*1,173*	*55.3*	*240*	*54.5*	*61.5*	*290*	*55.2*	*46.4*
Time-workers, .	1,568	55.2	54.8	1,130	55.3	227	54.6	61.8	209	55.3	44.9
Piece-workers, .	165	54.8	52.3	43	55.2	13	52.2	56.2	81	55.0	50.2
Females.	*4,191*	*53.3*	*50.4*	*1,796*	*53.6*	*38*	*50.9*	*55.2*	*1,702*	*53.3*	*46.9*
Time-workers, .	1,197	53.3	50.8	879	53.4	33	50.8	55.3	283	53.5	42.2
Piece-workers, .	2,994	53.4	50.2	917	53.7	5	51.6	54.6	1,419	53.2	47.9
Productive Occupations.	[2] **4,972**	**53.7**	**51.3**	**2,355**	**54.0**	**154**	**54.0**	**60.4**	**1,810**	**53.5**	**47.0**
Males.	*1,000*	*55.1*	*54.4*	*681*	*55.2*	*124*	*54.7*	*61.6*	*177*	*55.3*	*46.1*
Time-workers, .	886	55.2	54.5	638	55.2	118	54.8	61.9	130	55.4	44.6
Piece-workers, .	114	54.8	52.8	43	55.2	6	52.3	56.3	47	54.9	50.2
Females.	*3,972*	*53.4*	*50.4*	*1,674*	*53.6*	*30*	*51.2*	*55.7*	*1,633*	*53.3*	*47.1*
Time-workers, .	1,073	53.4	50.9	793	53.4	26	51.2	56.0	252	53.5	42.4
Piece-workers, .	2,899	53.4	50.2	881	53.7	4	51.3	53.8	1,381	53.3	48.0
General Occupations, Producing Departments.	[3] **818**	**54.2**	**53.2**	**495**	**54.5**	**111**	**53.6**	**60.5**	**180**	**54.1**	**45.3**
Males.	*599*	*54.7*	*54.4*	*373*	*54.8*	*103*	*53.9*	*61.0*	*111*	*55.1*	*47.1*
Time-workers, .	548	54.7	54.7	373	54.8	96	54.0	61.4	77	55.0	45.6
Piece-workers, .	51	54.9	51.3	–	–	7	52.1	56.0	34	55.2	50.3
Females.	*219*	*53.0*	*49.6*	*122*	*53.5*	*8*	*49.9*	*53.6*	*69*	*52.5*	*42.3*
Time-workers, .	124	53.1	50.1	86	53.4	7	49.4	53.0	31	53.3	40.3
Piece-workers, .	95	52.8	48.9	36	53.8	1	53.0	58.0	38	51.9	43.9
Power, Mechanical, and Yard Force.	[4] **134**	**57.1**	**57.3**	**119**	**57.1**	**13**	**57.0**	**63.7**	**2**	**60.0**	**32.0**
Time-workers, .	134	57.1	57.3	119	57.1	13	57.0	63.7	2	60.0	32.0

Envelope Making.

All Occupations.	[5] **2,532**	**54.1**	**52.7**	**1,132**	**54.0**	**222**	**54.5**	**61.3**	**643**	**54.1**	**47.3**
Males.	*890*	*54.7*	*54.8*	*485*	*54.8*	*222*	*54.5*	*61.3*	*178*	*54.5*	*46.8*
Time-workers, .	867	54.7	54.9	473	54.9	221	54.5	61.3	173	54.6	47.0
Piece-workers, .	23	53.1	50.1	12	53.3	1	55.0	58.0	5	51.6	40.8
Females.	*1,642*	*53.8*	*51.0*	*647*	*53.4*	–	–	–	*465*	*54.0*	*47.5*
Time-workers, .	583	53.4	51.6	446	53.2	–	–	–	137	54.0	46.4
Piece-workers, .	1,059	54.0	50.2	201	53.8	–	–	–	328	54.0	48.0

[1] Including 30 males and 655 females for whom actual hours worked were not reported.
[2] Including 18 males and 635 females for whom actual hours worked were not reported.
[3] Including 12 males and 20 females for whom actual hours worked were not reported.
[4] All males.
[5] Including five males and 530 females for whom actual hours worked were not reported.

TABLE A. — CUSTOMARY AND ACTUAL WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — CONTINUED.

Envelope Making — Concluded.

Classification.	Regardless of Time Worked			Full Time		Overtime			Undertime		
	Number of Employees	Average Customary Working Hours	Average Hours Actually Worked	Number of Employees	Average Hours	Number of Employees	Average Customary Working Hours	Average Hours Actually Worked	Number of Employees	Average Customary Working Hours	Average Hours Actually Worked
Productive Occupations.	[1] **1,650**	**53.8**	**51.6**	**716**	**53.6**	**49**	**54.3**	**58.8**	**432**	**54.1**	**47.7**
Males.	*300*	*54.2*	*54.1*	*203*	*54.0*	*49*	*54.3*	*58.8*	*46*	*54.7*	*49.4*
Time-workers, .	289	54.2	54.1	196	54.0	48	54.3	58.8	45	54.7	49.4
Piece-workers, .	11	54.5	54.3	7	54.4	1	55.0	58.0	1	55.0	50.0
Females.	*1,350*	*53.8*	*50.8*	*513*	*53.4*	–	–	–	*386*	*54.0*	*47.4*
Time-workers, .	434	53.3	51.6	344	53.2	–	–	–	90	53.9	45.7
Piece-workers, .	916	54.0	50.1	169	53.8	–	–	–	296	54.0	48.0
General Occupations, Producing Departments.	[2] **702**	**54.1**	**53.7**	**317**	**53.9**	**136**	**54.6**	**62.2**	**167**	**54.2**	**46.3**
Males.	*410*	*54.3*	*54.8*	*183*	*54.1*	*136*	*54.6*	*62.2*	*88*	*54.4*	*44.7*
Time-workers, .	398	54.4	55.0	178	54.2	136	54.6	62.2	84	54.6	45.0
Piece-workers, .	12	51.9	45.9	5	51.6	–	–	–	4	50.8	38.8
Females.	*292*	*53.8*	*51.5*	*134*	*53.6*	–	–	–	*79*	*54.0*	*48.0*
Time-workers, .	149	53.7	51.7	102	53.5	–	–	–	47	54.0	47.8
Piece-workers, .	143	54.0	51.2	32	54.0	–	–	–	32	54.0	48.3
Power, Mechanical, and Yard Force.	[3] **180**	**56.4**	**56.2**	**99**	**57.8**	**37**	**54.6**	**61.3**	**44**	**54.6**	**48.2**
Time-workers, .	180	56.4	56.2	99	57.8	37	54.6	61.3	44	54.6	48.2

Other Paper Products.

All Occupations.	[4] **3,747**	**53.3**	**51.7**	**1,862**	**53.6**	**618**	**53.3**	**61.0**	**1,259**	**52.9**	**44.4**
Males.	*2,225*	*53.8*	*53.6*	*1,103*	*54.1*	*592*	*53.3*	*61.3*	*522*	*53.4*	*43.9*
Time-workers, .	2,111	53.8	53.7	1,068	54.1	577	53.4	61.5	466	53.6	43.4
Piece-workers, .	114	53.2	50.7	35	54.4	15	51.0	53.7	56	52.1	47.6
Females.	*1,522*	*52.7*	*49.0*	*759*	*52.8*	*26*	*51.7*	*54.3*	*737*	*52.5*	*44.8*
Time-workers, .	927	52.4	48.5	531	52.4	20	51.9	54.6	376	52.6	42.8
Piece-workers, .	595	53.0	49.6	228	53.9	6	51.0	53.5	361	52.5	46.9
Productive Occupations.	[5] **2,646**	**53.5**	**51.2**	**1,314**	**53.8**	**323**	**54.3**	**61.3**	**1,005**	**52.9**	**44.5**
Males.	*1,318*	*54.4*	*53.4*	*654*	*54.6*	*302*	*54.4*	*61.7*	*358*	*53.9*	*44.2*
Time-workers, .	1,234	54.5	53.6	629	54.6	291	54.6	62.0	314	54.1	43.7
Piece-workers, .	84	53.3	50.9	25	54.7	11	51.0	54.3	44	52.4	47.8
Females.	*1,328*	*52.7*	*49.0*	*660*	*52.9*	*21*	*51.9*	*54.8*	*647*	*52.4*	*44.7*
Time-workers, .	796	52.4	48.5	452	52.5	15	52.2	55.2	329	52.4	42.8
Piece-workers, .	532	53.0	49.7	208	53.9	6	51.0	53.5	318	52.4	46.8

[1] Including two males and 451 females for whom actual hours worked were not reported.
[2] Including three males and 79 females for whom actual hours worked were not reported.
[3] All males.
[4] Including eight male piece-workers for whom actual hours worked were not reported.
[5] Including four males for whom actual hours worked were not reported.

TABLE A. — CUSTOMARY AND ACTUAL WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — CONCLUDED.

Other Paper Products — Concluded.

Classification.	Regardless of Time Worked			Full Time		Overtime			Undertime		
	Number of Employees	Average Customary Working Hours	Average Hours Actually Worked	Number of Employees	Average Hours	Number of Employees	Average Customary Working Hours	Average Hours Actually Worked	Number of Employees	Average Customary Working Hours	Average Hours Actually Worked
General Occupations, Producing Departments.	**[1] 926**	**52.3**	**51.9**	**460**	**52.3**	**225**	**51.6**	**59.6**	**237**	**52.8**	**43.8**
Males.	*732*	*52.2*	*52.7*	*361*	*52.3*	*220*	*51.6*	*59.7*	*147*	*52.4*	*42.8*
Time-workers, .	702	52.1	52.7	351	52.3	216	51.6	59.8	135	52.5	42.5
Piece-workers, .	30	53.0	50.3	10	53.7	4	51.0	52.3	12	51.3	46.8
Females.	*194*	*52.7*	*49.0*	*99*	*52.2*	*5*	*51.0*	*52.6*	*90*	*53.4*	*45.4*
Time-workers, .	131	52.4	48.8	79	51.9	5	51.0	52.6	47	53.3	43.0
Piece-workers, .	63	53.4	49.6	20	53.1	–	–	–	43	53.6	48.0
Power, Mechanical, and Yard Force.	**[2] 175**	**55.6**	**59.0**	**88**	**57.4**	**70**	**54.1**	**64.1**	**17**	**52.5**	**46.2**
Time-workers, .	175	55.6	59.0	88	57.4	70	54.1	64.1	17	52.5	46.2

[1] Including four males for whom actual hours worked were not reported.

[2] All males.

TABLE B. — CUSTOMARY AND ACTUAL WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK.

Paper Box Making.

Classification.	Customary (C) or Actual (A)	Total Number of Employees	Average Weekly Hours	Percentage of Employees Whose Weekly Hours of Labor were — 48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 but not over 72	Over 72
All Occupations.	**C**	**5,924**	**53.9**	**0.7**	**23.2**	**63.1**	**12.5**	**0.3**	**0.1**	**0.1**
	A	**5,239**	**51.8**	**15.2**	**32.7**	**36.9**	**12.5**	**0.6**	**1.7**	**0.4**
Males.	*C*	*1,733*	*55.1*	*1.3*	*11.1*	*43.5*	*42.7*	*1.0*	*0.2*	*0.2*
	A	*1,703*	*54.6*	*6.4*	*14.5*	*32.9*	*38.1*	*1.8*	*5.1*	*1.2*
Time-workers,	C	1,568	55.2	1.5	10.1	43.8	43.1	1.1	0.2	0.2
	A	1,566	54.8	6.1	12.2	33.7	39.5	1.9	5.3	1.3
Piece-workers,	C	165	54.8	–	20.6	40.6	38.8	–	–	–
	A	137	52.3	10.2	40.9	23.3	21.9	1.5	2.2	–
Females.	*C*	*4,191*	*53.3*	*0.5*	*28.2*	*71.3*	–	–	–	–
	A	*3,536*	*50.4*	*19.5*	*41.4*	*38.9*	*0.1*	[1] –	*0.1*	–
Time-workers,	C	1,197	53.3	0.2	31.0	68.8	–	–	–	–
	A	1,195	50.8	13.8	33.2	52.3	0.2	0.1	0.4	–
Piece-workers,	C	2,994	53.4	0.5	27.2	72.3	–	–	–	–
	A	2,341	50.2	22.4	45.5	32.0	0.1	–	–	–
Productive Occupations.	**C**	**4,972**	**53.7**	**0.6**	**24.3**	**66.5**	**8.5**	**0.1**	–	–
	A	**4,319**	**51.3**	**16.6**	**35.9**	**37.4**	**8.5**	**0.3**	**1.1**	**0.2**
Males.	*C*	*1,000*	*55.1*	*0.2*	*9.2*	*46.8*	*43.5*	*0.3*	–	–
	A	*982*	*54.4*	*7.0*	*14.0*	*35.1*	*37.2*	*1.2*	*4.6*	*0.9*
Time-workers,	C	886	55.2	0.2	8.7	45.9	44.8	0.4	–	–
	A	886	54.5	6.5	12.0	35.7	38.7	1.1	5.0	1.0
Piece-workers,	C	114	54.8	–	13.2	53.5	33.3	–	–	–
	A	96	52.8	11.5	32.3	30.2	22.9	2.1	1.0	–
Females.	*C*	*3,972*	*53.4*	*0.4*	*28.2*	*71.4*	–	–	–	–
	A	*3,337*	*50.4*	*19.4*	*42.3*	*38.0*	*0.1*	[2] –	*0.2*	–
Time-workers,	C	1,073	53.4	0.3	31.4	68.3	–	–	–	–
	A	1,071	50.9	13.4	34.1	51.7	0.2	0.1	0.5	–
Piece-workers,	C	2,899	53.4	0.5	26.9	72.6	–	–	–	–
	A	2,266	50.2	22.2	46.2	31.6	[3] –	–	–	–
General Occupations, Producing Departments.	**C**	**818**	**54.2**	**2.8**	**19.9**	**47.2**	**29.7**	**0.4**	–	–
	A	**786**	**53.2**	**10.4**	**20.0**	**35.2**	**28.0**	**1.1**	**4.3**	**1.0**
Males.	*C*	*599*	*54.7*	*3.5*	*16.2*	*39.2*	*40.6*	*0.5*	–	–
	A	*587*	*54.4*	*6.6*	*18.1*	*29.3*	*37.3*	*1.5*	*5.8*	*1.4*
Time-workers,	C	548	54.7	3.8	14.2	41.8	39.6	0.6	–	–
	A	546	54.7	6.6	14.8	31.0	38.6	1.6	5.9	1.5
Piece-workers,	C	51	54.9	–	37.2	11.8	51.0	–	–	–
	A	41	51.3	7.3	61.0	7.3	19.5	–	4.9	–
Females.	*C*	*219*	*53.0*	*0.9*	*30.1*	*69.0*	–	–	–	–
	A	*199*	*49.6*	*21.1*	*25.6*	*52.8*	*0.5*	–	–	–
Time-workers,	C	124	53.1	–	27.4	72.6	–	–	–	–
	A	124	50.1	16.9	25.8	57.3	–	–	–	–
Piece-workers,	C	95	52.8	2.1	33.7	64.2	–	–	–	–
	A	75	48.9	28.1	25.3	45.3	1.3	–	–	–
Power, Mechanical, and Yard Force. [4]	**C**	**134**	**57.1**	–	**2.2**	**38.1**	**46.3**	**8.2**	**3.0**	**2.2**
	A	**134**	**57.3**	**0.7**	**3.0**	**32.1**	**48.5**	**7.5**	**5.2**	**3.0**
Time-workers,	C	134	57.1	–	2.2	38.1	46.3	8.2	3.0	2.2
	A	134	57.3	0.7	3.0	32.1	48.5	7.5	5.2	3.0

[1] 0.03 per cent. [2] 0.02 per cent. [3] 0.04 per cent. [4] All males.

TABLE B. — CUSTOMARY AND ACTUAL WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — CONTINUED.

Envelope Making.

Classification.	Customary (C) or Actual (A)	Total Number of Employees	Average Weekly Hours	Percentage of Employees Whose Weekly Hours of Labor were — 48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 but not over 72	Over 72
All Occupations.	**C**	**2,532**	**54.1**	**3.0**	**1.3**	**84.6**	**9.7**	**0.7**	**0.3**	**0.4**
	A	**1,997**	**52.7**	**15.3**	**20.7**	**46.3**	**11.1**	**0.9**	**4.5**	**1.2**
Males.	*C*	*890*	*54.7*	*2.4*	*1.6*	*64.4*	*27.6*	*1.9*	*1.0*	*1.1*
	A	*885*	*54.8*	*9.5*	*11.3*	*39.2*	*25.0*	*2.1*	*10.2*	*2.7*
Time-workers, . . .	C	867	54.7	2.0	1.6	64.6	27.7	2.0	1.0	1.1
	A	867	54.9	9.2	11.2	39.3	24.9	2.2	10.4	2.8
Piece-workers, . . .	C	23	53.1	17.4	–	56.5	26.1	–	–	–
	A	18	50.1	22.2	16.7	33.3	27.8	–	–	–
Females.	*C*	*1,642*	*53.8*	*3.3*	*1.1*	*95.6*	–	–	–	–
	A	*1,112*	*51.0*	*19.9*	*28.2*	*51.9*	–	–	–	–
Time-workers, . . .	C	583	53.4	8.2	3.3	88.5	–	–	–	–
	A	583	51.6	17.5	17.0	65.5	–	–	–	–
Piece-workers, . . .	C	1,059	54.0	0.6	–	99.4	–	–	–	–
	A	529	50.2	22.5	40.6	36.9	–	–	–	–
Productive Occupations.	**C**	**1,650**	**53.8**	**3.2**	**1.4**	**90.5**	**4.7**	**0.2**	–	–
	A	**1,197**	**51.6**	**16.9**	**24.3**	**50.1**	**7.6**	**0.3**	**0.7**	**0.1**
Males.	*C*	*300*	*54.2*	*2.0*	*1.3*	*69.4*	*26.0*	*1.3*	–	–
	A	*298*	*54.1*	*5.7*	*9.4*	*50.0*	*30.5*	*1.4*	*2.7*	*0.3*
Time-workers, . . .	C	289	54.2	2.1	1.4	69.9	25.2	1.4	–	–
	A	289	54.1	5.9	9.3	50.2	30.1	1.4	2.8	0.3
Piece-workers, . . .	C	11	54.5	–	–	54.5	45.5	–	–	–
	A	9	54.3	–	11.2	44.4	44.4	–	–	–
Females.	*C*	*1,350*	*53.8*	*3.4*	*1.4*	*95.2*	–	–	–	–
	A	*899*	*50.8*	*20.6*	*29.2*	*50.2*	–	–	–	–
Time-workers, . . .	C	434	53.3	9.2	4.4	86.4	–	–	–	–
	A	434	51.6	18.2	15.4	66.4	–	–	–	–
Piece-workers, . . .	C	916	54.0	0.7	–	99.3	–	–	–	–
	A	465	50.1	22.8	42.2	35.0	–	–	–	–
General Occupations, Producing Departments.	**C**	**702**	**54.1**	**3.2**	**1.4**	**75.9**	**18.1**	**0.7**	**0.4**	**0.3**
	A	**620**	**53.7**	**13.9**	**15.8**	**41.9**	**14.5**	**1.1**	**10.7**	**2.1**
Males.	*C*	*410*	*54.3*	*3.4*	*2.4*	*60.7*	*31.0*	*1.2*	*0.7*	*0.6*
	A	*407*	*54.8*	*12.3*	*11.6*	*32.9*	*22.1*	*1.7*	*16.2*	*3.2*
Time-workers, . . .	C	398	54.4	2.5	2.5	60.8	31.7	1.2	0.8	0.5
	A	398	55.0	11.5	11.3	33.2	22.4	1.7	16.6	3.3
Piece-workers, . . .	C	12	51.9	33.3	–	58.4	8.3	–	–	–
	A	9	45.9	44.5	22.2	22.2	11.1	–	–	–
Females.	*C*	*292*	*53.8*	*2.7*	–	*97.3*	–	–	–	–
	A	*213*	*51.5*	*16.9*	*23.9*	*59.2*	–	–	–	–
Time-workers, . . .	C	149	53.7	5.4	–	94.6	–	–	–	–
	A	149	51.7	15.4	21.5	63.1	–	–	–	–
Piece-workers, . . .	C	143	54.0	–	–	100.0	–	–	–	–
	A	64	51.2	20.3	29.7	50.0	–	–	–	–
Power, Mechanical, and Yard Force.[1]	**C**	**180**	**56.4**	**0.6**	–	**64.5**	**22.8**	**4.4**	**3.3**	**4.4**
	A	**180**	**56.2**	**9.4**	**13.9**	**35.6**	**22.2**	**4.4**	**8.9**	**5.6**
Time-workers, . . .	C	180	56.4	0.6	–	64.5	22.8	4.4	3.3	4.4
	A	180	56.2	9.4	13.9	35.6	22.2	4.4	8.9	5.6

[1] All males.

TABLE B. — CUSTOMARY AND ACTUAL WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — Concluded.

Other Paper Products.

Classification.	Customary (C) or Actual (A)	Total Number of Employees	Average Weekly Hours	Percentage of Employees Whose Weekly Hours of Labor were — 48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 but not over 72	Over 72
All Occupations.	**C**	**3,747**	**53.3**	**1.7**	**43.9**	**33.3**	**10.1**	**4.2**	**1.5**	**0.3**
	A	**3,739**	**51.7**	**17.3**	**36.8**	**22.5**	**11.7**	**3.7**	**6.5**	**1.5**
Males.	*C*	*2,225*	*53.8*	*2.6*	*45.4*	*24.9*	*16.9*	*7.0*	*2.6*	*0.6*
	A	*2,217*	*53.6*	*13.4*	*32.1*	*15.5*	*19.2*	*6.3*	*10.9*	*2.6*
Time-workers,	C	2,111	53.8	2.7	45.3	24.1	17.7	6.9	2.7	0.6
	A	2,111	53.7	13.0	31.6	14.8	20.0	6.5	11.4	2.7
Piece-workers,	C	114	53.2	–	47.4	40.4	2.6	9.6	–	–
	A	106	50.7	20.8	43.4	29.2	2.8	2.8	1.0	–
Females.	*C*	*1,522*	*52.7*	*0.5*	*41.5*	*58.0*	–	–	–	–
	A	*1,522*	*49.0*	*23.1*	*43.6*	*32.6*	*0.7*	–	–	–
Time-workers,	C	927	52.4	0.9	47.9	51.2	–	–	–	–
	A	927	48.5	22.0	47.2	29.7	1.1	–	–	–
Piece-workers,	C	595	53.0	–	31.6	68.4	–	–	–	–
	A	595	49.6	24.7	37.8	37.3	0.2	–	–	–
Productive Occupations.	**C**	**2,646**	**53.5**	**0.9**	**39.3**	**42.0**	**11.0**	**4.8**	**1.9**	**0.1**
	A	**2,642**	**51.2**	**18.7**	**35.4**	**25.1**	**11.2**	**3.6**	**4.9**	**1.1**
Males.	*C*	*1,318*	*54.4*	*1.5*	*36.0*	*26.8*	*22.1*	*9.6*	*3.9*	*0.1*
	A	*1,314*	*53.4*	*14.1*	*28.4*	*16.6*	*21.7*	*7.1*	*10.0*	*2.1*
Time-workers,	C	1,234	54.5	1.6	35.3	25.8	23.4	9.7	4.1	0.1
	A	1,234	53.6	13.6	27.5	15.9	22.9	7.4	10.4	2.3
Piece-workers,	C	84	53.3	–	45.2	41.7	3.6	9.5	–	–
	A	80	50.9	21.2	42.5	27.5	3.8	3.8	1.2	–
Females.	*C*	*1,328*	*52.7*	*0.3*	*42.7*	*57.0*	–	–	–	–
	A	*1,328*	*49.0*	*23.3*	*42.4*	*33.6*	*0.7*	–	–	–
Time-workers,	C	796	52.4	0.5	48.9	50.6	–	–	–	–
	A	796	48.5	22.7	46.0	30.2	1.1	–	–	–
Piece-workers,	C	532	53.0	–	33.5	66.5	–	–	–	–
	A	532	49.7	24.1	37.0	38.7	0.2	–	–	–
General Occupations, Producing Departments.	**C**	**926**	**52.3**	**4.3**	**55.9**	**31.0**	**6.7**	**2.1**	–	–
	A	**922**	**51.9**	**15.2**	**42.6**	**16.9**	**12.4**	**3.7**	**8.5**	**0.7**
Males.	*C*	*732*	*52.2*	*4.9*	*61.9*	*22.1*	*8.5*	*2.6*	–	–
	A	*728*	*52.7*	*13.5*	*40.2*	*14.4*	*15.5*	*4.7*	*10.7*	*1.0*
Time-workers,	C	702	52.1	5.1	62.3	21.5	8.8	2.3	–	–
	A	702	52.7	13.3	40.0	13.7	16.1	4.8	11.1	1.0
Piece-workers,	C	30	53.0	–	53.3	36.7	–	10.0	–	–
	A	26	50.3	19.2	46.2	34.6	–	–	–	–
Females.	*C*	*194*	*52.7*	*2.1*	*33.5*	*64.4*	–	–	–	–
	A	*194*	*49.0*	*21.7*	*51.5*	*26.3*	*0.5*	–	–	–
Time-workers,	C	131	52.4	3.0	42.0	55.0	–	–	–	–
	A	131	48.8	17.5	55.0	26.7	0.8	–	–	–
Piece-workers,	C	63	53.4	–	15.9	84.1	–	–	–	–
	A	63	49.6	30.2	44.4	25.4	–	–	–	–
Power, Mechanical, and Yard Force.[1]	**C**	**175**	**55.6**	**0.6**	**48.0**	**22.3**	**13.1**	**5.7**	**3.4**	**6.9**
	A	**175**	**59.0**	**7.4**	**26.3**	**12.0**	**15.4**	**6.9**	**19.4**	**12.6**
Time-workers,	C	175	55.6	0.6	48.0	22.3	13.1	5.7	3.4	6.9
	A	175	59.0	7.4	26.3	12.0	15.4	6.9	19.4	12.6

[1] All males.

TABLE C. — EARNINGS AND WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME.

Paper Box Making.

Classified Weekly Earnings.	Totals		Full Time		Overtime		Undertime	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
All Occupations.	**[1] 5,239**	**51.8**	**2,969**	**54.2**	**278**	**60.6**	**1,992**	**46.8**
Males.	*1,703*	*54.6*	*1,173*	*55.3*	*240*	*61.5*	*290*	*46.4*
Under $3,	21	20.7	–	–	–	–	21	20.7
$3 to $3.99,	15	33.3	3	46.0	–	–	12	30.2
$4 to $4.99,	41	49.6	24	53.6	1	53.0	16	43.3
$5 to $5.99,	35	49.5	25	54.4	–	–	10	37.5
$6 to $6.99,	58	50.3	38	53.9	1	56.0	19	42.9
$7 to $7.99,	60	52.1	32	54.4	5	59.8	23	47.1
$8 to $8.99,	74	55.1	47	55.3	12	59.4	15	51.3
$9 to $9.99,	155	55.2	107	55.4	22	60.8	26	49.5
$10 to $10.99,	167	55.4	118	55.6	22	59.5	27	50.7
$11 to $11.99,	102	55.2	59	54.7	19	60.2	24	52.3
$12 to $12.99,	249	55.6	202	55.6	19	61.8	28	51.3
$13 to $13.99,	151	55.3	114	55.4	19	57.6	18	52.1
$14 to $14.99,	91	57.7	56	56.3	21	65.0	14	51.9
$15 to $15.99,	142	55.9	109	55.4	21	60.6	12	51.5
$16 to $16.99,	79	56.7	55	55.7	14	64.1	10	52.1
$17 to $17.99,	48	57.1	37	55.2	11	63.7	–	–
$18 to $18.99,	84	56.0	65	55.0	14	62.1	5	52.2
$19 to $19.99,	18	57.3	9	52.9	7	64.6	2	51.5
$20 to $24.99,	82	56.9	52	55.2	23	62.9	7	49.6
$25 to $29.99,	21	57.8	14	55.1	6	65.3	1	49.0
$30 and over,	10	56.5	7	55.9	3	58.0	–	–
Females.	*3,536*	*50.4*	*1,796*	*53.6*	*38*	*55.2*	*1,702*	*46.9*
Under $3,	65	25.8	1	54.0	–	–	64	25.4
$3 to $3.99,	168	45.4	50	53.3	3	57.3	115	41.6
$4 to $4.99,	388	50.1	234	53.5	9	56.2	145	44.4
$5 to $5.99,	459	50.2	237	53.6	–	–	222	46.5
$6 to $6.99,	435	50.6	213	53.6	5	55.2	217	47.5
$7 to $7.99,	455	50.5	196	53.5	2	58.5	257	48.1
$8 to $8.99,	455	51.4	238	53.5	11	53.4	206	48.9
$9 to $9.99,	374	52.2	226	53.6	1	52.0	147	50.0
$10 to $10.99,	233	52.1	137	53.6	3	53.3	93	49.9
$11 to $11.99,	164	52.2	98	53.8	–	–	66	49.8
$12 to $12.99,	101	52.7	63	53.6	2	61.5	36	50.6
$13 to $13.99,	50	51.9	30	53.4	–	–	20	49.6
$14 to $14.99,	29	52.6	20	53.9	1	52.0	8	49.6
$15 to $15.99,	26	52.6	18	53.6	–	–	8	50.5
$16 to $16.99,	15	51.4	6	54.0	–	–	9	49.7
$17 and under $20,	13	52.0	7	54.0	1	54.0	5	48.8
Earnings not stated,	106	52.1	22	54.0	–	–	84	51.6
Productive Occupations.	**[2] 4,319**	**51.3**	**2,355**	**54.0**	**154**	**60.4**	**1,810**	**47.0**
Males.	*982*	*54.4*	*681*	*55.2*	*124*	*61.6*	*177*	*46.1*
Under $3,	17	22.6	–	–	–	–	17	22.6
$3 to $3.99,	12	36.1	3	46.0	–	–	9	32.8
$4 to $4.99,	29	51.6	17	53.7	1	53.0	11	48.2
$5 to $5.99,	30	50.7	23	54.4	–	–	7	38.4
$6 to $6.99,	45	51.5	32	54.2	1	56.0	12	43.8
$7 to $7.99,	44	52.5	24	54.8	5	59.8	15	46.6
$8 to $8.99,	51	54.8	38	55.2	4	58.3	9	51.4
$9 to $9.99,	106	55.4	72	55.7	13	62.2	21	50.4
$10 to $10.99,	106	55.5	74	55.7	13	61.2	19	50.8
$11 to $11.99,	60	56.0	30	54.9	18	60.2	12	52.6
$12 to $12.99,	128	55.7	103	55.3	11	62.9	14	52.8
$13 to $13.99,	66	55.4	51	55.5	7	58.4	8	51.9
$14 to $14.99,	41	57.8	24	56.0	11	64.8	6	52.3
$15 to $15.99,	69	56.1	50	55.3	12	62.3	7	51.4
$16 to $16.99,	31	55.8	25	55.8	3	59.3	3	52.3
$17 to $17.99,	28	57.6	22	55.3	6	66.2	–	–
$18 to $18.99,	46	54.9	37	54.7	6	58.3	3	50.3
$19 to $19.99,	6	54.8	3	52.7	2	61.5	1	48.0
$20 to $24.99,	48	56.4	36	55.3	9	63.6	3	49.3
$25 to $29.99,	11	56.4	10	54.9	1	71.0	–	–
$30 and over,	8	56.1	7	55.9	1	58.0	–	–

[1] Not including 30 males and 655 females for whom actual hours of labor were not reported.

[2] Not including 18 males and 635 females for whom actual hours of labor were not reported.

TABLE C. — EARNINGS AND WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — Continued.

Paper Box Making — Continued.

Classified Weekly Earnings.	Totals		Full Time		Overtime		Undertime	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
Productive Occupations — Con.								
Females.	*3,337*	*50.4*	*1,674*	*53.6*	*30*	*55.7*	*1,633*	*47.1*
Under $3,	59	26.2	1	54.0	–	–	58	25.7
$3 to $3.99,	163	45.6	50	53.3	2	57.0	111	42.0
$4 to $4.99,	368	50.3	224	53.5	8	56.5	136	44.7
$5 to $5.99,	426	50.2	219	53.6	–	–	207	46.7
$6 to $6.99,	401	50.6	189	53.6	5	55.2	207	47.7
$7 to $7.99,	425	50.5	175	53.5	2	58.5	248	48.3
$8 to $8.99,	428	51.4	224	53.5	5	54.0	199	49.0
$9 to $9.99,	360	52.1	215	53.6	1	52.0	144	50.0
$10 to $10.99,	221	52.1	129	53.6	3	53.3	89	49.8
$11 to $11.99,	151	52.0	86	53.7	–	–	65	49.8
$12 to $12.99,	99	52.7	62	53.6	2	61.5	35	50.5
$13 to $13.99,	48	51.8	28	53.4	–	–	20	49.6
$14 to $14.99,	29	52.6	20	53.9	1	52.0	8	49.6
$15 to $15.99,	26	52.6	18	53.6	–	–	8	50.5
$16 to $16.99,	15	51.4	6	54.0	–	–	9	49.7
$17 and under $20,	12	51.8	6	54.0	1	54.0	5	48.8
Earnings not stated,	106	52.1	22	54.0	–	–	84	51.6
General Occupations, Producing Departments.	[1] **786**	**53.2**	**495**	**54.5**	**111**	**60.5**	**180**	**45.3**
Males.	*587*	*54.4*	*373*	*54.8*	*103*	*61.0*	*111*	*47.1*
Under $3,	4	12.3	–	–	–	–	4	12.3
$3 to $3.99,	3	22.3	–	–	–	–	3	22.3
$4 to $4.99,	11	47.5	7	53.4	–	–	4	37.0
$5 to $5.99,	5	42.8	2	54.0	–	–	3	35.3
$6 to $6.99,	13	46.4	6	52.2	–	–	7	41.4
$7 to $7.99,	16	50.7	8	53.4	–	–	8	48.0
$8 to $8.99,	22	55.9	8	55.4	8	60.0	6	51.0
$9 to $9.99,	43	54.3	30	54.4	8	59.1	5	45.8
$10 to $10.99,	51	55.0	34	55.4	9	57.1	8	50.6
$11 to $11.99,	39	53.9	26	54.5	1	61.0	12	51.9
$12 to $12.99,	82	54.8	63	55.2	6	60.8	13	49.9
$13 to $13.99,	69	54.8	47	54.8	12	57.2	10	52.3
$14 to $14.99,	40	55.9	24	55.2	8	62.4	8	51.5
$15 to $15.99,	53	55.3	41	55.1	7	59.1	5	51.6
$16 to $16.99,	40	57.3	23	55.4	10	65.4	7	52.0
$17 to $17.99,	19	56.4	14	54.8	5	60.8	–	–
$18 to $18.99,	31	57.3	22	54.6	7	66.3	2	55.0
$19 to $19.99,	10	56.0	6	53.0	3	62.3	1	55.0
$20 to $24.99,	27	57.7	10	53.9	13	63.0	4	49.8
$25 to $29.99,	7	58.0	2	52.5	4	63.0	1	49.0
$30 and over,	2	58.0	–	–	2	58.0	–	–
Females.	*199*	*49.6*	*122*	*53.5*	*8*	*53.6*	*69*	*42.3*
Under $3,	6	22.2	–	–	–	–	6	22.2
$3 to $3.99,	5	37.8	–	–	1	58.0	4	32.8
$4 to $4.99,	20	46.9	10	53.2	1	54.0	9	39.1
$5 to $5.99,	33	49.5	18	53.6	–	–	15	44.7
$6 to $6.99,	34	50.6	24	53.4	–	–	10	44.0
$7 to $7.99,	30	50.7	21	53.5	–	–	9	44.2
$8 to $8.99,	27	51.8	14	53.6	6	52.8	7	47.1
$9 to $9.99,	14	52.6	11	53.0	–	–	3	51.3
$10 to $10.99,	12	53.0	8	53.4	–	–	4	52.3
$11 to $11.99,	13	53.7	12	54.0	–	–	1	50.0
$12 to $12.99,	2	53.5	1	54.0	–	–	1	53.0
$13 and under $19,	3	54.0	3	54.0	–	–	–	–

[1] Not including 12 males and 20 females for whom actual hours of labor were not reported.

TABLE C. — EARNINGS AND WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — CONTINUED.

Paper Box Making — Concluded.

Classified Weekly Earnings.	Totals		Full Time		Overtime		Undertime	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
Power, Mechanical, and Yard Force.	**[1] 134**	**57.3**	**119**	**57.1**	**13**	**63.7**	**2**	**32.0**
$4 to $4.99,	1	15.0	–	–	–	–	1	15.0
$8 to $8.99,	1	58.0	1	58.0	–	–	–	–
$9 to $9.99,	6	56.8	5	57.0	1	56.0	–	–
$10 to $10.99,	10	55.7	10	55.7	–	–	–	–
$11 to $11.99,	3	54.7	3	54.7	–	–	–	–
$12 to $12.99,	39	56.8	36	57.0	2	58.5	1	49.0
$13 to $13.99,	16	57.2	16	57.2	–	–	–	–
$14 to $14.99,	10	64.0	8	60.8	2	77.0	–	–
$15 to $15.99,	20	56.5	18	56.6	2	56.0	–	–
$16 to $16.99,	8	57.4	7	56.1	1	66.0	–	–
$17 to $17.99,	1	57.0	1	57.0	–	–	–	–
$18 to $18.99,	7	57.7	6	58.0	1	56.0	–	–
$19 to $19.99,	2	71.0	–	–	2	71.0	–	–
$20 to $24.99,	7	56.9	6	57.0	1	56.0	–	–
$25 to $29.99,	3	62.3	2	59.0	1	69.0	–	–

Envelope Making.

All Occupations.	**[2] 1,997**	**52.7**	**1,132**	**54.0**	**222**	**61.3**	**643**	**47.3**
Males.	*885*	*54.8*	*485*	*54.8*	*222*	*61.3*	*178*	*46.8*
Under $3,	5	16.0	–	–	–	–	5	16.0
$3 to $3.99,	5	35.2	–	–	–	–	5	35.2
$4 to $4.99,	7	42.9	4	52.3	–	–	3	30.0
$5 to $5.99,	32	49.8	25	53.0	–	–	7	38.4
$6 to $6.99,	24	50.6	13	53.8	3	55.0	8	43.6
$7 to $7.99,	31	51.7	13	53.6	5	58.2	13	47.2
$8 to $8.99,	43	51.0	23	54.0	4	58.5	16	44.6
$9 to $9.99,	49	53.8	27	53.6	8	57.5	14	52.0
$10 to $10.99,	48	54.2	18	54.0	15	58.5	15	50.3
$11 to $11.99,	37	56.5	11	54.1	18	61.5	8	48.8
$12 to $12.99,	72	56.4	26	55.6	34	60.8	12	45.5
$13 to $13.99,	59	56.5	23	54.3	26	60.8	10	50.3
$14 to $14.99,	57	57.1	26	56.2	15	64.9	16	51.2
$15 to $15.99,	76	57.5	47	57.5	18	63.2	11	48.1
$16 to $16.99,	74	57.4	51	55.0	16	67.3	7	51.9
$17 to $17.99,	48	57.0	26	58.2	11	59.0	11	52.2
$18 to $18.99,	57	56.1	38	54.6	14	62.1	5	50.2
$19 to $19.99,	28	55.3	15	55.1	8	59.1	5	49.6
$20 to $24.99,	86	55.5	58	54.2	22	61.0	6	48.5
$25 to $29.99,	32	54.4	26	53.9	5	60.0	1	40.0
$30 and over,	15	52.4	15	52.4	–	–	–	–
Females.	*1,112*	*51.0*	*647*	*53.4*	–	–	*465*	*47.5*
Under $3,	14	25.7	1	54.0	–	–	13	23.5
$3 to $3.99,	21	42.5	2	54.0	–	–	19	41.3
$4 to $4.99,	78	48.3	45	52.1	–	–	33	43.2
$5 to $5.99,	169	51.4	118	53.3	–	–	51	47.1
$6 to $6.99,	186	51.1	103	53.5	–	–	83	48.1
$7 to $7.99,	186	51.7	111	53.6	–	–	75	48.8
$8 to $8.99,	216	52.3	135	53.6	–	–	81	49.9
$9 to $9.99,	121	52.4	63	53.4	–	–	58	51.3
$10 to $10.99,	58	51.7	31	53.3	–	–	27	49.8
$11 to $11.99,	25	50.8	13	54.0	–	–	12	47.3
$12 to $12.99,	23	51.3	14	53.4	–	–	9	48.1
$13 and under $19,	15	51.5	11	54.0	–	–	4	44.5

[1] All males.

[2] Not including five males and 530 females for whom actual hours of labor were not reported.

TABLE C. — EARNINGS AND WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — Continued.

Envelope Making — Continued.

Classified Weekly Earnings.	Totals		Full Time		Overtime		Undertime	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
Productive Occupations.	**[1] 1,197**	**51.6**	**716**	**53.6**	**49**	**58.8**	**432**	**47.7**
Males.	*298*	*54.1*	*203*	*54.0*	*49*	*58.8*	*46*	*49.4*
$3 to $3.99,	1	24.0	–	–	–	–	1	24.0
$4 to $4.99,	–	–	–	–	–	–	–	–
$5 to $5.99,	10	52.7	9	52.6	–	–	1	54.0
$6 to $6.99,	2	52.0	1	54.0	–	–	1	50.0
$7 to $7.99,	5	48.0	2	54.0	–	–	3	44.0
$8 to $8.99,	11	51.5	9	54.2	–	–	2	39.0
$9 to $9.99,	14	53.6	7	53.4	3	56.3	4	51.8
$10 to $10.99,	19	54.1	11	54.0	2	56.5	6	53.5
$11 to $11.99,	9	55.1	4	54.0	3	58.7	2	52.0
$12 to $12.99,	23	52.7	11	54.4	6	57.5	6	44.8
$13 to $13.99,	21	55.8	12	54.3	6	59.8	3	54.0
$14 to $14.99,	20	53.2	11	54.2	1	56.0	8	51.4
$15 to $15.99,	24	55.7	20	54.2	4	63.0	–	–
$16 to $16.99,	20	54.2	16	53.7	3	58.3	1	50.0
$17 to $17.99,	18	55.5	9	54.2	6	58.0	3	54.0
$18 to $18.99,	18	54.2	14	54.0	2	59.5	2	50.0
$19 to $19.99,	12	54.8	8	54.4	3	58.7	1	47.0
$20 to $24.99,	46	54.9	36	54.3	8	59.0	2	51.0
$25 to $29.99,	19	54.4	17	53.9	2	58.5	–	–
$30 and over,	6	54.2	6	54.2	–	–	–	–
Females.	*899*	*50.8*	*513*	*53.4*	–	–	*386*	*47.4*
Under $3,	13	25.8	1	54.0	–	–	12	23.4
$3 to $3.99,	17	43.1	2	54.0	–	–	15	41.6
$4 to $4.99,	66	48.3	39	52.0	–	–	27	43.0
$5 to $5.99,	131	51.2	92	53.1	–	–	39	46.8
$6 to $6.99,	148	51.1	82	53.6	–	–	66	47.9
$7 to $7.99,	152	51.7	87	53.6	–	–	65	49.1
$8 to $8.99,	177	52.3	112	53.6	–	–	65	50.0
$9 to $9.99,	95	52.1	44	53.1	–	–	51	51.1
$10 to $10.99,	46	51.5	24	53.7	–	–	22	49.2
$11 to $11.99,	18	49.6	7	54.0	–	–	11	46.8
$12 to $12.99,	22	51.2	13	53.4	–	–	9	48.1
$13 and under $19,	14	51.3	10	54.0	–	–	4	44.5
General Occupations, Producing Departments.	**[2] 620**	**53.7**	**317**	**53.9**	**136**	**62.2**	**167**	**46.3**
Males.	*407*	*54.8*	*183*	*54.1*	*136*	*62.2*	*88*	*44.7*
Under $3,	5	16.0	–	–	–	–	5	16.0
$3 to $3.99,	4	37.8	–	–	–	–	4	37.8
$4 to $4.99,	7	42.9	4	52.3	–	–	3	30.0
$5 to $5.99,	22	48.5	16	53.2	–	–	6	36.0
$6 to $6.99,	21	50.8	12	53.8	3	55.0	6	42.3
$7 to $7.99,	25	52.7	11	53.5	5	58.2	9	48.6
$8 to $8.99,	24	51.9	10	53.7	3	59.0	11	48.3
$9 to $9.99,	35	53.8	20	53.6	5	58.0	10	52.2
$10 to $10.99,	23	54.4	6	54.0	11	57.5	6	49.0
$11 to $11.99,	22	57.5	7	54.1	12	62.3	3	46.3
$12 to $12.99,	37	58.0	10	54.7	23	61.7	4	44.5
$13 to $13.99,	32	57.0	9	54.2	17	61.1	6	49.5
$14 to $14.99,	20	60.6	6	53.0	11	65.5	3	53.7
$15 to $15.99,	34	59.5	17	53.1	13	63.8	4	51.5
$16 to $16.99,	25	59.9	14	54.1	9	71.1	2	50.0
$17 to $17.99,	8	55.4	5	54.0	2	60.0	1	53.0
$18 to $18.99,	17	58.2	11	54.4	6	65.3	–	–
$19 to $19.99,	5	57.4	–	–	4	59.8	1	49.0
$20 to $24.99,	25	56.1	12	54.4	10	61.4	3	45.3
$25 to $29.99,	9	54.6	6	53.8	2	63.5	1	40.0
$30 and over,	7	50.4	7	50.4	–	–	–	–

[1] Not including two males and 451 females for whom actual hours of labor were not reported.

[2] Not including three males and 79 females for whom actual hours of labor were not reported.

TABLE C. — EARNINGS AND WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — CONTINUED.

Envelope Making — Concluded.

Classified Weekly Earnings.	Totals		Full Time		Overtime		Undertime	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
General Occupations, Producing Departments — Con.								
Females.	*213*	*51.5*	*134*	*53.6*	–	–	*79*	*48.0*
Under $3,	1	25.0	–	–	–	–	1	25.0
$3 to $3.99,	4	40.0	–	–	–	–	4	40.0
$4 to $4.99,	12	48.7	6	52.8	–	–	6	44.3
$5 to $5.99,	38	52.0	26	53.7	–	–	12	48.1
$6 to $6.99,	38	51.2	21	53.4	–	–	17	48.6
$7 to $7.99,	34	51.6	24	53.7	–	–	10	46.7
$8 to $8.99,	39	52.0	23	53.7	–	–	16	49.6
$9 to $9.99,	26	53.6	19	54.0	–	–	7	52.4
$10 to $10.99,	12	52.2	7	52.1	–	–	5	52.2
$11 to $11.99,	7	53.7	6	54.0	–	–	1	52.0
$12 to $12.99,	1	54.0	1	54.0	–	–	–	–
$13 to $13.99,	1	54.0	1	54.0	–	–	–	–
Power, Mechanical, and Yard Force.[1]	**180**	**56.2**	**99**	**57.8**	**37**	**61.3**	**44**	**48.2**
$6 to $6.99,	1	45.0	–	–	–	–	1	45.0
$7 to $7.99,	1	44.0	–	–	–	–	1	44.0
$8 to $8.99,	8	47.4	4	54.3	1	57.0	3	35.0
$9 to $9.99,	–	–	–	–	–	–	–	–
$10 to $10.99,	6	54.0	1	54.0	2	65.5	3	46.3
$11 to $11.99,	6	55.0	–	–	3	61.0	3	49.0
$12 to $12.99,	12	58.6	5	60.2	5	60.6	2	49.5
$13 to $13.99,	6	56.0	2	55.0	3	60.7	1	44.0
$14 to $14.99,	17	57.6	9	60.9	3	62.0	5	49.4
$15 to $15.99,	18	56.1	10	63.2	1	55.0	7	46.1
$16 to $16.99,	29	57.4	21	56.6	4	65.5	4	53.3
$17 to $17.99,	22	58.9	12	63.0	3	60.3	7	51.1
$18 to $18.99,	22	55.9	13	55.5	6	59.7	3	50.3
$19 to $19.99,	11	54.7	7	55.9	1	58.0	3	51.0
$20 to $24.99,	15	56.4	10	53.6	4	64.0	1	53.0
$25 to $29.99,	4	54.3	3	54.0	1	55.0	–	–
$30 and over,	2	54.0	2	54.0	–	–	–	–
Other Paper Products.								
All Occupations.	**[2] 3,739**	**51.7**	**1,862**	**53.6**	**618**	**61.0**	**1,259**	**44.4**
Males.	*2,217*	*53.6*	*1,103*	*54.1*	*592*	*61.3*	*522*	*43.9*
Under $3,	30	17.2	[3] 1	11.0	–	–	29	17.4
$3 to $3.99,	22	35.1	2	54.0	–	–	20	33.3
$4 to $4.99,	44	42.3	14	52.9	–	–	30	37.4
$5 to $5.99,	73	47.6	43	52.7	2	58.5	28	39.0
$6 to $6.99,	104	49.3	49	54.1	12	57.7	43	41.4
$7 to $7.99,	101	50.2	46	53.1	7	58.0	48	46.2
$8 to $8.99,	128	51.1	40	52.9	20	57.8	68	48.0
$9 to $9.99,	200	54.7	134	55.3	37	58.4	29	47.6
$10 to $10.99,	207	53.9	116	54.2	43	60.3	48	47.2
$11 to $11.99,	141	54.6	70	55.3	32	61.0	39	48.3
$12 to $12.99,	202	55.1	122	54.4	47	62.5	33	46.8
$13 to $13.99,	145	54.3	67	52.9	50	59.3	28	48.8
$14 to $14.99,	109	56.5	40	56.2	51	60.0	18	47.4
$15 to $15.99,	142	57.0	83	55.4	45	63.0	14	47.3
$16 to $16.99,	118	56.0	59	52.6	46	62.3	13	49.6
$17 to $17.99,	81	58.6	18	57.2	53	61.0	10	48.3
$18 to $18.99,	96	55.0	61	53.0	26	61.7	9	49.7
$19 to $19.99,	46	57.9	22	53.2	23	62.8	1	50.5
$20 to $24.99,	143	57.8	60	53.3	72	63.0	11	48.9
$25 to $29.99,	61	57.6	40	53.3	19	67.3	2	50.5
$30 and over,	24	55.8	16	54.3	7	60.6	1	48.0

[1] All males.

[2] Not including eight male employees for whom actual hours of labor were not reported.

[3] Sunday watchman, paid for but one day's work.

TABLE C. — EARNINGS AND WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — Continued.

Other Paper Products — Continued.

Classified Weekly Earnings.	Totals		Full Time		Overtime		Undertime	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
All Occupations — Con.								
Females.	*1,522*	*49.0*	*759*	*52.8*	*26*	*54.3*	*737*	*44.8*
Under $3,	63	24.9	2	54.0	–	–	61	23.9
$3 to $3.99,	89	40.6	3	54.0	–	–	86	40.1
$4 to $4.99,	168	47.7	57	52.7	2	54.0	109	44.9
$5 to $5.99,	249	50.8	148	52.8	4	55.0	97	47.5
$6 to $6.99,	306	51.3	206	52.8	4	54.5	96	48.1
$7 to $7.99,	225	51.0	125	52.9	6	56.0	94	48.2
$8 to $8.99,	177	50.6	82	52.6	4	52.5	91	48.6
$9 to $9.99,	128	51.2	75	53.1	2	53.5	51	48.4
$10 to $10.99,	49	50.9	19	52.4	4	53.3	26	49.4
$11 to $11.99,	23	51.7	11	53.5	–	–	12	50.2
$12 to $12.99,	26	51.9	16	53.0	–	–	10	50.1
$13 to $13.99,	5	53.6	4	54.0	–	–	1	52.3
$15 to $15.99,	3	53.0	3	53.0	–	–	–	–
$16 to $16.99,	5	51.0	3	52.0	–	–	2	49.5
$17 to $17.99,	2	54.0	2	54.0	–	–	–	–
$18 to $18.99,	3	54.0	3	54.0	–	–	–	–
$22 to $22.99,	1	50.0	–	–	–	–	1	50.0
Productive Occupations.	**[1] 2,642**	**51.2**	**1,314**	**53.8**	**323**	**61.3**	**1,005**	**44.5**
Males.	*1,314*	*53.4*	*654*	*54.6*	*302*	*61.7*	*358*	*44.2*
Under $3,	21	18.4	–	–	–	–	21	18.4
$3 to $3.99,	15	37.9	2	54.0	–	–	13	35.5
$4 to $4.99,	28	41.6	7	54.0	–	–	21	37.5
$5 to $5.99,	52	46.3	26	53.0	2	58.5	24	38.1
$6 to $6.99,	76	50.6	37	54.5	12	57.7	27	42.0
$7 to $7.99,	74	50.5	33	53.5	6	58.5	35	46.4
$8 to $8.99,	93	51.1	23	53.0	16	57.6	54	48.3
$9 to $9.99,	143	55.0	96	55.9	22	58.9	25	48.0
$10 to $10.99,	131	54.3	76	55.2	21	62.0	34	47.7
$11 to $11.99,	98	55.0	54	55.6	18	61.8	26	49.0
$12 to $12.99,	113	54.9	66	54.5	25	62.4	22	47.5
$13 to $13.99,	88	54.4	39	53.6	28	60.1	21	48.3
$14 to $14.99,	48	55.5	19	52.5	21	60.7	8	48.9
$15 to $15.99,	75	56.6	54	55.2	15	64.5	6	50.2
$16 to $16.99,	52	57.6	23	52.4	23	64.5	6	51.3
$17 to $17.99,	30	59.2	8	58.8	18	61.7	4	49.3
$18 to $18.99,	37	56.9	22	54.2	11	63.1	4	54.0
$19 to $19.99,	22	59.2	9	53.9	12	63.8	1	50.5
$20 to $24.99,	64	59.0	22	54.8	38	62.5	4	48.3
$25 to $29.99,	39	57.9	26	54.0	11	68.3	2	51.0
$30 and over,	15	55.9	12	54.8	3	60.0	–	–
Females.	*1,328*	*49.0*	*660*	*52.9*	*21*	*54.8*	*647*	*44.7*
Under $3,	54	24.1	1	54.0	–	–	53	23.6
$3 to $3.99,	67	39.7	2	54.0	–	–	65	39.3
$4 to $4.99,	152	47.5	52	52.6	2	54.0	98	44.6
$5 to $5.99,	209	50.5	122	52.7	3	56.0	84	47.2
$6 to $6.99,	277	51.4	183	52.9	4	54.5	90	48.1
$7 to $7.99,	208	51.0	116	53.0	5	55.4	87	48.2
$8 to $8.99,	158	50.6	74	52.7	1	57.5	83	48.6
$9 to $9.99,	118	51.3	68	53.3	2	53.5	48	48.3
$10 to $10.99,	39	50.8	13	52.9	4	53.3	22	49.1
$11 to $11.99,	19	52.0	9	54.0	–	–	10	50.2
$12 to $12.99,	18	52.3	12	53.5	–	–	6	50.0
$13 to $13.99,	5	53.6	4	54.0	–	–	1	52.3
$15 to $15.99,	1	54.0	1	54.0	–	–	–	–
$16 to $16.99,	1	54.0	1	54.0	–	–	–	–
$18 to $18.99,	2	54.0	2	54.0	–	–	–	–

[1] Not including four male employees for whom actual hours of labor were not reported.

TABLE C. — EARNINGS AND WORKING TIME, WITH REFERENCE TO FULL TIME, OVERTIME, AND UNDERTIME — CONCLUDED.

Other Paper Products — Concluded.

Classified Weekly Earnings.	Totals		Full Time		Overtime		Undertime	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
General Occupations, Producing Departments.	**[1] 922**	**51 9**	**460**	**52.3**	**225**	**59.6**	**237**	**43.8**
Males.	*728*	*52.7*	*361*	*52.3*	*220*	*59.7*	*147*	*42.8*
Under $3,	8	14.6	–	–	–	–	8	14.6
$3 to $3.99,	7	29.1	–	–	–	–	7	29.1
$4 to $4.99,	16	43.6	7	51.7	–	–	9	37.1
$5 to $5.99,	21	50.6	17	52.1	–	–	4	44.3
$6 to $6.99,	27	45.5	11	52.7	–	–	16	40.5
$7 to $7.99,	26	49.2	12	52.3	1	55.3	13	45.8
$8 to $8.99,	33	51.0	15	52.9	4	58.3	14	46.8
$9 to $9.99,	52	54.1	37	53.6	12	57.3	3	47.0
$10 to $10.99,	67	53.1	35	52.0	21	58.2	11	47.0
$11 to $11.99,	38	53.4	14	54.1	12	59.5	12	46.5
$12 to $12.99,	76	53.6	47	52.6	18	61.2	11	45.3
$13 to $13.99,	47	53.8	23	52.0	18	57.2	6	50.2
$14 to $14.99,	50	54.5	13	51.8	27	58.7	10	46.3
$15 to $15.99,	47	55.2	19	52.2	21	61.5	7	44.6
$16 to $16.99,	47	53.7	27	51.4	16	58.9	4	47.8
$17 to $17.99,	35	56.6	9	52.9	23	59.1	3	49.0
$18 to $18.99,	44	53.9	29	51.9	12	60.5	3	46.0
$19 to $19.99,	13	58.5	5	51.8	8	62.9	–	–
$20 to $24.99,	53	56.2	26	51.7	21	63.5	6	49.7
$25 to $29.99,	17	53.3	13	51.5	4	59.0	–	–
$30 and over,	4	54.5	2	52.5	2	56.5	–	–
Females.	*194*	*49.0*	*99*	*52.2*	*5*	*52.6*	*90*	*45.4*
Under $3,	9	29.4	1	54.0	–	–	8	26.4
$3 to $3.99,	22	43.1	1	54.0	–	–	21	42.6
$4 to $4.99,	16	49.7	5	54.0	–	–	11	47.7
$5 to $5.99,	40	52.0	26	53.3	1	52.2	13	49.4
$6 to $6.99,	29	50.8	23	51.5	–	–	6	48.2
$7 to $7.99,	17	50.3	9	51.4	1	59.0	7	47.4
$8 to $8.99,	19	50.2	8	51.8	3	50.7	8	48.5
$9 to $9.99,	10	50.5	7	50.7	–	–	3	50.0
$10 to $10.99,	10	51.2	6	51.2	–	–	4	51.5
$11 to $11.99,	4	50.5	2	51.0	–	–	2	50.0
$12 to $12.99,	8	50.9	4	51.5	–	–	4	50.3
$15 to $15.99,	2	52.5	2	52.5	–	–	–	–
$16 to $16.99,	4	50.3	2	51.0	–	–	2	49.5
$17 to $17.99,	2	54.0	2	54.0	–	–	–	–
$18 to $18.99,	1	54.0	1	54.0	–	–	–	–
$22 to $22.99,	1	50.0	–	–	–	–	1	50.0
Power, Mechanical, and Yard Force.[2]	**175**	**59 0**	**88**	**57.4**	**70**	**64.1**	**17**	**46.2**
Under $3,	1	11.0	[3] 1	11.0	–	–	–	–
$6 to $6.99,	1	51.0	1	51.0	–	–	–	–
$7 to $7.99,	1	51.0	1	51.0	–	–	–	–
$8 to $8.99,	2	52.5	2	52.5	–	–	–	–
$9 to $9.99,	5	54.6	1	54.0	3	59.7	1	40.0
$10 to $10.99,	9	52.8	5	56.2	1	69.0	3	41.7
$11 to $11.99,	5	56.8	2	54.0	2	63.0	1	49.0
$12 to $12.99,	13	65.3	9	63.4	4	69.3	–	–
$13 to $13.99,	10	55.7	5	51.2	4	62.8	1	50.0
$14 to $14.99,	11	70.4	8	71.9	3	66.3	–	–
$15 to $15.99,	20	62.6	10	62.6	9	64.0	1	49.0
$16 to $16.99,	19	57.4	9	56.3	7	62.6	3	48.7
$17 to $17.99,	16	61.8	1	84.0	12	63.7	3	46.3
$18 to $18.99,	15	53.9	10	53.3	3	61.0	2	46.5
$19 to $19.99,	11	54.6	8	53.3	3	58.3	–	–
$20 to $24.99,	26	58.5	12	53.8	13	63.8	1	46.0
$25 to $29.99,	5	69.8	1	58.0	4	73.0	–	–
$30 and over,	5	56.6	2	52.5	2	65.0	1	48.0

[1] Not including four male employees for whom actual hours of labor were not reported.

[2] All males.

[3] Sunday watchman, paid for but one day's work.

TABLE D. — EARNINGS AND WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK.

Paper Box Making.

Classified Weekly Earnings.	All Occupations		Time-workers		Piece-workers	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
All Occupations.	[1] 5,239	51.8	2,761	53.1	2,478	50.3
Males.	*1,703*	*54.6*	*1,566*	*54.8*	*137*	*52.3*
Under $3,	21	20.7	19	20.4	2	23.0
$3 to $3.99,	15	33.3	12	28.5	3	52.7
$4 to $4.99,	41	49.6	37	49.5	4	50.8
$5 to $5.99,	35	49.5	33	49.8	2	45.5
$6 to $6.99,	58	50.3	54	50.4	4	49.8
$7 to $7.99,	60	52.1	56	52.4	4	47.8
$8 to $8.99,	74	55.1	69	55.3	5	52.4
$9 to $9.99,	155	55.2	145	55.4	10	51.8
$10 to $10.99,	167	55.4	156	55.5	11	53.8
$11 to $11.99,	102	55.2	86	55.6	16	52.9
$12 to $12.99,	249	55.6	231	55.7	18	54.1
$13 to $13.99,	151	55.3	139	55.6	12	51.7
$14 to $14.99,	91	57.7	80	58.2	11	53.5
$15 to $15.99,	142	55.9	128	56.0	14	54.4
$16 to $16.99,	79	56.7	76	56.9	3	51.3
$17 to $17.99,	48	57.1	42	57.2	6	56.7
$18 to $18.99,	84	56.0	78	56.3	6	52.2
$19 to $19.99,	18	57.3	18	57.3	–	–
$20 to $24.99,	82	56.9	77	57.1	5	52.8
$25 to $29.99,	21	57.8	20	58.2	1	49.0
$30 and over,	10	56.5	10	56.5	–	–
Females.	*3,536*	*50.4*	*1,195*	*50.8*	*2,341*	*50.2*
Under $3,	65	25.8	46	20.8	19	38.0
$3 to $3.99,	168	45.4	97	46.2	71	44.3
$4 to $4.99,	388	50.1	245	52.1	143	46.7
$5 to $5.99,	459	50.2	201	52.5	258	48.4
$6 to $6.99,	435	50.6	128	52.5	307	49.8
$7 to $7.99,	455	50.5	105	52.1	350	50.0
$8 to $8.99,	455	51.4	105	52.2	350	51.2
$9 to $9.99,	374	52.2	123	53.1	251	51.7
$10 to $10.99,	233	52.1	60	53.0	173	51.8
$11 to $11.99,	164	52.2	28	53.4	136	51.9
$12 to $12.99,	101	52.7	33	53.8	68	52.1
$13 to $13.99,	50	51.9	4	51.3	46	51.9
$14 to $14.99,	29	52.6	4	53.5	25	52.5
$15 to $15.99,	26	52.6	10	53.6	16	52.0
$16 to $16.99,	15	51.4	3	54.0	12	50.8
$17 and under $20,	13	52.0	3	54.0	10	51.4
Earnings not stated,	106	52.1	–	–	106	52.1
Productive Occupations.	[2] 4,319	51.3	1,957	52.5	2,362	50.3
Males.	*982*	*54.4*	*886*	*54.5*	*96*	*52.8*
Under $3,	17	22.6	16	22.2	1	30.0
$3 to $3.99,	12	36.1	9	30.6	3	52.7
$4 to $4.99,	29	51.6	25	51.7	4	50.8
$5 to $5.99,	30	50.7	28	51.0	2	45.5
$6 to $6.99,	45	51.5	41	51.6	4	49.8
$7 to $7.99,	44	52.5	40	53.0	4	47.8
$8 to $8.99,	51	54.8	47	55.1	4	51.3
$9 to $9.99,	106	55.4	96	55.8	10	51.8
$10 to $10.99,	106	55.5	99	55.6	7	54.0
$11 to $11.99,	60	56.0	52	56.3	8	54.5
$12 to $12.99,	128	55.7	118	55.7	10	56.0
$13 to $13.99,	66	55.4	57	55.8	9	53.0
$14 to $14.99,	41	57.8	35	58.4	6	54.5
$15 to $15.99,	69	56.1	58	56.4	11	54.7
$16 to $16.99,	31	55.8	29	56.0	2	52.5
$17 to $17.99,	28	57.6	24	58.1	4	54.8
$18 to $18.99,	46	54.9	42	55.3	4	50.8
$19 to $19.99,	6	54.8	6	54.8	–	–
$20 to $24.99,	48	56.4	45	56.5	3	55.3
$25 to $29.99,	11	56.4	11	56.4	–	–
$30 and over,	8	56.1	8	56.1	–	–

[1] Not including 30 males (two time-workers and 28 piece-workers) and 655 females (two time-workers and 653 piece-workers) for whom actual hours of labor were not reported.

[2] Not including 18 male piece-workers and 635 females (two time-workers and 633 piece-workers) for whom actual hours of labor were not reported.

TABLE D. — EARNINGS AND WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — CONTINUED.

Paper Box Making — Continued.

Classified Weekly Earnings.	All Occupations		Time-workers		Piece-workers	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
Productive Occupations — Con.						
Females.	*3,337*	*50.4*	*1,071*	*50.9*	*2,266*	*50.2*
Under $3,	59	26.2	42	21.2	17	38.5
$3 to $3.99,	163	45.6	95	46.6	68	44.3
$4 to $4.99,	368	50.3	230	52.4	138	46.8
$5 to $5.99,	426	50.2	188	52.4	238	48.5
$6 to $6.99,	401	50.6	104	52.7	297	49.9
$7 to $7.99,	425	50.5	84	52.7	341	49.9
$8 to $8.99,	428	51.4	87	52.2	341	51.2
$9 to $9.99,	360	52.1	112	53.2	248	51.7
$10 to $10.99,	221	52.1	54	53.0	167	51.8
$11 to $11.99,	151	52.0	19	53.2	132	51.9
$12 to $12.99,	99	52.7	33	53.8	66	52.1
$13 to $13.99,	48	51.8	4	51.3	44	51.8
$14 to $14.99,	29	52.6	4	53.5	25	52.5
$15 to $15.99,	26	52.6	10	53.6	16	52.0
$16 to $16.99,	15	51.4	3	54.0	12	50.8
$17 and under $20,	12	51.8	2	54.0	10	51.4
Earnings not stated,	106	52.1	–	–	106	52.1
General Occupations, Producing Departments.	**[1] 786**	**53.2**	**670**	**53.8**	**116**	**49.7**
Males.	*587*	*54.4*	*546*	*54.7*	*41*	*51.3*
Under $3,	4	12.3	3	11.0	1	16.0
$3 to $3.99,	3	22.3	3	22.3	–	–
$4 to $4.99,	11	47.5	11	47.5	–	–
$5 to $5.99,	5	42.8	5	42.8	–	–
$6 to $6.99,	13	46.4	13	46.4	–	–
$7 to $7.99,	16	50.7	16	50.7	–	–
$8 to $8.99,	22	55.9	21	55.8	1	57.0
$9 to $9.99,	43	54.3	43	54.3	–	–
$10 to $10.99,	51	55.0	47	55.1	4	53.5
$11 to $11.99,	39	53.9	31	54.5	8	51.4
$12 to $12.99,	82	54.8	74	55.1	8	51.6
$13 to $13.99,	69	54.8	66	55.2	3	47.7
$14 to $14.99,	40	55.9	35	56.4	5	52.4
$15 to $15.99,	53	55.3	50	55.4	3	53.3
$16 to $16.99,	40	57.3	39	57.5	1	49.0
$17 to $17.99,	19	56.4	17	55.9	2	60.5
$18 to $18.99,	31	57.3	29	57.4	2	55.0
$19 to $19.99,	10	56.0	10	56.0	–	–
$20 to $24.99,	27	57.7	25	58.4	2	49.0
$25 to $29.99,	7	58.0	6	59.5	1	49.0
$30 and over,	2	58.0	2	58.0	–	–
Females.	*199*	*49.6*	*124*	*50.1*	*75*	*48.9*
Under $3,	6	22.2	4	16.5	2	33.5
$3 to $3.99,	5	37.8	2	28.5	3	44.0
$4 to $4.99,	20	46.9	15	47.3	5	45.6
$5 to $5.99,	53	49.5	13	53.7	20	46.9
$6 to $6.99,	34	50.6	24	52.0	10	47.4
$7 to $7.99,	30	50.7	21	50.0	9	52.4
$8 to $8.99,	27	51.8	18	52.5	9	50.3
$9 to $9.99,	14	52.6	11	52.6	3	52.7
$10 to $10.99,	12	53.0	6	53.0	6	53.0
$11 to $11.99,	13	53.7	9	54.0	4	53.0
$12 to $12.99,	2	53.5	–	–	2	53.5
$13 and under $19,	3	54.0	1	54.0	2	54.0

[1] Not including 12 males (two time-workers and 10 piece-workers) and 20 female piece-workers for whom actual hours of labor were not reported.

TABLE D. — EARNINGS AND WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — Continued.

Paper Box Making — Concluded.

Classified Weekly Earnings.	All Occupations		Time-workers		Piece-workers	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
Power, Mechanical, and Yard Force.	[1] **134**	**57.3**	**134**	**57.3**	–	–
$4 to $4.99,	1	15.0	1	15.0	–	–
$8 to $8.99,	1	58.0	1	58.0	–	–
$9 to $9.99,	6	56.8	6	56.8	–	–
$10 to $10.99,	10	55.7	10	55.7	–	–
$11 to $11.99,	3	54.7	3	54.7	–	–
$12 to $12.99,	39	56.8	39	56.8	–	–
$13 to $13.99,	16	57.2	16	57.2	–	–
$14 to $14.99,	10	64.0	10	64.0	–	–
$15 to $15.99,	20	56.5	20	56.5	–	–
$16 to $16.99,	8	57.4	8	57.4	–	–
$17 to $17.99,	1	57.0	1	57.0	–	–
$18 to $18.99,	7	57.7	7	57.7	–	–
$19 to $19.99,	2	71.0	2	71.0	–	–
$20 to $24.99,	7	56.9	7	56.9	–	–
$25 to $29.99,	3	62.3	3	62.3	–	–

Envelope Making.

All Occupations.	[2] **1,997**	**52.7**	**1,450**	**53.6**	**547**	**50.2**
Males.	*885*	*54.8*	*867*	*54.9*	*18*	*50.1*
Under $3,	5	16.0	5	16.0	–	–
$3 to $3.99,	5	35.2	5	35.2	–	–
$4 to $4.99,	7	42.9	7	42.9	–	–
$5 to $5.99,	32	49.8	32	49.8	–	–
$6 to $6.99,	24	50.6	24	50.6	–	–
$7 to $7.99,	31	51.7	30	51.6	1	55.0
$8 to $8.99,	43	51.0	43	51.0	–	–
$9 to $9.99,	49	53.8	49	53.8	–	–
$10 to $10.99,	48	54.2	48	54.2	–	–
$11 to $11.99,	37	56.5	37	56.5	–	–
$12 to $12.99,	72	56.4	71	56.9	1	21.0
$13 to $13.99,	59	56.5	56	56.6	3	55.0
$14 to $14.99,	57	57.1	56	57.2	1	50.0
$15 to $15.99,	76	57.5	75	57.6	1	51.0
$16 to $16.99,	74	57.4	72	57.5	2	54.0
$17 to $17.99,	48	57.0	47	57.1	1	55.0
$18 to $18.99,	57	56.1	56	56.1	1	55.0
$19 to $19.99,	28	55.3	26	55.4	2	54.0
$20 to $24.99,	86	55.5	84	55.8	2	42.5
$25 to $29.99,	32	54.4	31	54.5	1	54.0
$30 and over,	15	52.4	13	53.2	2	47.5
Females.	*1,112*	*51.0*	*583*	*51.6*	*529*	*50.2*
Under $3,	14	25.7	7	15.4	7	36.0
$3 to $3.99,	21	42.5	6	39.2	15	43.7
$4 to $4.99,	78	48.3	56	49.4	22	45.7
$5 to $5.99,	169	51.4	130	51.8	39	50.3
$6 to $6.99,	186	51.1	93	52.0	93	50.2
$7 to $7.99,	186	51.7	82	52.6	104	50.9
$8 to $8.99,	216	52.3	107	53.3	109	51.2
$9 to $9.99,	121	52.4	46	53.0	75	52.0
$10 to $10.99,	58	51.7	30	52.3	28	51.0
$11 to $11.99,	25	50.8	4	54.0	21	50.1
$12 to $12.99,	23	51.3	12	53.8	11	48.6
$13 and under $19,	15	51.5	10	54.0	5	46.2

[1] All males.

[2] Not including five male and 530 female piece-workers for whom actual hours of labor were not reported.

TABLE D. — EARNINGS AND WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — CONTINUED.

Envelope Making — Continued.

Classified Weekly Earnings.	All Occupations		Time-workers		Piece-workers	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
Productive Occupations.	[1] **1,197**	**51.6**	**723**	**52.6**	**474**	**50.2**
Males.	*298*	*54.1*	*289*	*54.1*	*9*	*54.3*
$3 to $3.99,	1	24.0	1	24.0	–	–
$4 to $4.99,	–	–	–	–	–	–
$5 to $5.99,	10	52.7	10	52.7	–	–
$6 to $6.99,	2	52.0	2	52.0	–	–
$7 to $7.99,	5	48.0	5	48.0	–	–
$8 to $8.99,	11	51.5	11	51.5	–	–
$9 to $9.99,	14	53.6	14	53.6	–	–
$10 to $10.99,	19	54.1	19	54.1	–	–
$11 to $11.99,	9	55.1	9	55.1	–	–
$12 to $12.99,	23	52.7	23	52.7	–	–
$13 to $13.99,	21	55.8	19	55.7	2	56.5
$14 to $14.99,	20	53.2	19	53.4	1	50.0
$15 to $15.99,	24	55.7	24	55.7	–	–
$16 to $16.99,	20	54.2	19	54.2	1	54.0
$17 to $17.99,	18	55.5	17	55.5	1	55.0
$18 to $18.99,	18	54.2	17	54.2	1	55.0
$19 to $19.99,	12	54.8	10	55.0	2	54.0
$20 to $24.99,	46	54.9	46	54.9	–	–
$25 to $29.99,	19	54.4	18	54.4	1	54.0
$30 and over,	6	54.2	6	54.2	–	–
Females.	*899*	*50.8*	*434*	*51.6*	*465*	*50.1*
Under $3,	13	25.8	6	14.0	7	36.0
$3 to $3.99,	17	43.1	3	39.7	14	43.7
$4 to $4.99,	66	48.3	45	49.5	21	45.8
$5 to $5.99,	131	51.2	95	51.5	36	50.6
$6 to $6.99,	148	51.1	63	52.3	85	50.1
$7 to $7.99,	152	51.7	61	52.9	91	50.9
$8 to $8.99,	177	52.3	84	53.4	93	51.3
$9 to $9.99,	95	52.1	31	52.8	64	51.7
$10 to $10.99,	46	51.5	23	52.3	23	50.7
$11 to $11.99,	18	49.6	3	54.0	15	48.7
$12 to $12.99,	22	51.2	11	53.8	11	48.6
$13 and under $19,	14	51.3	9	54.0	5	46.2
General Occupations, Producing Departments.	[2] **620**	**53.7**	**547**	**54.1**	**73**	**50.5**
Males.	*407*	*54.8*	*398*	*55.0*	*9*	*45.9*
Under $3,	5	16.0	5	16.0	–	–
$3 to $3.99,	4	37.8	4	37.8	–	–
$4 to $4.99,	7	42.9	7	42.9	–	–
$5 to $5.99,	22	48.5	22	48.5	–	–
$6 to $6.99,	21	50.8	21	50.8	–	–
$7 to $7.99,	25	52.7	24	52.6	1	55.0
$8 to $8.99,	24	51.9	24	51.9	–	–
$9 to $9.99,	35	53.8	35	53.8	–	–
$10 to $10.99,	23	54.4	23	54.4	–	–
$11 to $11.99,	22	57.5	22	57.5	–	–
$12 to $12.99,	37	58.0	36	59.0	1	21.0
$13 to $13.99,	32	57.0	31	57.2	1	52.0
$14 to $14.99,	20	60.6	20	60.6	–	–
$15 to $15.99,	34	59.5	33	59.8	1	51.0
$16 to $16.99,	25	59.9	24	60.1	1	54.0
$17 to $17.99,	8	55.4	8	55.4	–	–
$18 to $18.99,	17	58.2	17	58.2	–	–
$19 to $19.99,	5	57.4	5	57.4	–	–
$20 to $24.99,	25	56.1	23	57.3	2	42.5
$25 to $29.99,	9	54.6	9	54.6	–	–
$30 and over,	7	50.4	5	51.6	2	47.5

[1] Not including two male and 451 female piece-workers for whom actual hours of labor were not reported.
[2] Not including three male and 79 female piece-workers for whom actual hours of labor were not reported.

TABLE D. — EARNINGS AND WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — Continued.

Envelope Making — Concluded.

Classified Weekly Earnings.	All Occupations		Time-workers		Piece-workers	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
General Occupations, Producing Departments — Con.						
Females.	*213*	*51.5*	*149*	*51.7*	*64*	*51.2*
Under $3,	1	25.0	1	25.0	–	–
$3 to $3.99,	4	40.0	3	38.7	1	44.0
$4 to $4.99,	12	48.7	11	49.1	1	44.0
$5 to $5.99,	38	52.0	35	52.5	3	45.7
$6 to $6.99,	38	51.2	30	51.4	8	50.6
$7 to $7.99,	34	51.6	21	52.0	13	51.2
$8 to $8.99,	39	52.0	23	53.2	16	50.3
$9 to $9.99,	26	53.6	15	53.5	11	53.6
$10 to $10.99,	12	52.2	7	52.0	5	52.4
$11 to $11.99,	7	53.7	1	54.0	6	53.7
$12 to $12.99,	1	54.0	1	54.0	–	–
$13 to $13.99,	1	54.0	1	54.0	–	–
Power, Mechanical, and Yard Force.	[1] **180**	**56.2**	**180**	**56.2**	–	–
$6 to $6.99,	1	45.0	1	45.0	–	–
$7 to $7.99,	1	44.0	1	44.0	–	–
$8 to $8.99,	8	47.4	8	47.4	–	–
$9 to $9.99,	–	–	–	–	–	–
$10 to $10.99,	6	54.0	6	54.0	–	–
$11 to $11.99,	6	55.0	6	55.0	–	–
$12 to $12.99,	12	58.6	12	58.6	–	–
$13 to $13.99,	6	56.0	6	56.0	–	–
$14 to $14.99,	17	57.6	17	57.6	–	–
$15 to $15.99,	18	56.1	18	56.1	–	–
$16 to $16.99,	29	57.4	29	57.4	–	–
$17 to $17.99,	22	58.9	22	58.9	–	–
$18 to $18.99,	22	55.9	22	55.9	–	–
$19 to $19.99,	11	54.7	11	54.7	–	–
$20 to $24.99,	15	56.4	15	56.4	–	–
$25 to $29.99,	4	54.3	4	54.3	–	–
$30 and over,	2	54.0	2	54.0	–	–
Other Paper Products.						
All Occupations.	[2] **3,739**	**51.7**	**3,038**	**52.2**	**701**	**49.8**
Males.	*2,217*	*53.6*	*2,111*	*53.7*	*106*	*50.7*
Under $3,	30	17.2	30	17.2	–	–
$3 to $3.99,	22	35.1	21	34.8	1	42.2
$4 to $4.99,	44	42.3	44	42.3	–	–
$5 to $5.99,	73	47.6	70	47.4	3	50.7
$6 to $6.99,	104	49.3	98	49.5	6	45.7
$7 to $7.99,	101	50.2	90	50.2	11	49.7
$8 to $8.99,	128	51.1	123	51.1	5	50.4
$9 to $9.99,	200	54.7	191	54.9	9	50.8
$10 to $10.99,	207	53.9	201	54.0	6	47.5
$11 to $11.99,	141	54.6	127	55.1	14	50.4
$12 to $12.99,	202	55.1	192	55.2	10	52.5
$13 to $13.99,	145	54.3	133	54.5	12	52.3
$14 to $14.99,	109	56.5	106	56.6	3	53.3
$15 to $15.99,	142	57.0	132	57.4	10	51.4
$16 to $16.99,	118	56.0	112	56.2	6	52.3
$17 to $17.99,	81	58.6	78	58.8	3	52.7
$18 to $18.99,	96	55.0	92	55.2	4	51.8
$19 to $19.99,	46	57.9	45	58.0	1	53.1
$20 to $24.99,	143	57.8	142	57.9	1	51.2
$25 to $29.99,	61	57.6	61	57.6	–	–
$30 and over,	24	55.8	23	55.9	1	54.0

[1] All males.

[2] Not including eight male piece-workers for whom actual hours of labor were not reported.

TABLE D. — EARNINGS AND WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — CONTINUED.

Other Paper Products — Continued.

Classified Weekly Earnings.	All Occupations		Time-workers		Piece-workers	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
All Occupations — Con.						
Females.	*1,522*	*49.0*	*927*	*48.5*	*595*	*49.6*
Under $3,	63	24.9	44	22.3	19	30.9
$3 to $3.99,	89	40.6	65	38.2	24	47.0
$4 to $4.99,	168	47.7	128	47.2	40	49.1
$5 to $5.99,	249	50.8	198	50.9	51	50.1
$6 to $6.99,	306	51.3	206	51.5	100	50.9
$7 to $7.99,	225	51.0	110	51.5	115	50.5
$8 to $8.99,	177	50.6	80	51.6	97	49.7
$9 to $9.99,	128	51.2	51	52.4	77	50.4
$10 to $10.99,	49	50.9	20	51.2	29	50.7
$11 to $11.99,	23	51.7	6	52.2	17	51.5
$12 to $12.99,	26	51.9	9	51.7	17	52.0
$13 to $13.99,	5	53.6	–	–	5	53.6
$15 to $15.99,	3	53.0	3	53.0	–	–
$16 to $16.99,	5	51.0	5	51.0	–	–
$17 to $17.99,	2	54.0	–	–	2	54.0
$18 to $18.99,	3	54.0	1	54.0	2	54.0
$22 to $22.99,	1	50.0	1	50.0	–	–
Productive Occupations.	**[1] 2,642**	**51.2**	**2,030**	**51.6**	**612**	**49.8**
Males.	*1,314*	*53.4*	*1,234*	*53.6*	*80*	*50.9*
Under $3,	21	18.4	21	18.4	–	–
$3 to $3.99,	15	37.9	14	37.6	1	42.2
$4 to $4.99,	28	41.6	28	41.6	–	–
$5 to $5.99,	52	46.3	49	46.1	3	50.7
$6 to $6.99,	76	50.6	70	51.0	6	45.7
$7 to $7.99,	74	50.5	65	50.6	9	49.7
$8 to $8.99,	93	51.1	88	51.1	5	50.4
$9 to $9.99,	143	55.0	137	55.2	6	49.0
$10 to $10.99,	131	54.3	128	54.6	3	43.7
$11 to $11.99,	98	55.0	85	55.7	13	50.5
$12 to $12.99,	113	54.9	106	55.0	7	52.6
$13 to $13.99,	88	54.4	79	54.7	9	51.9
$14 to $14.99,	48	55.5	45	55.6	3	53.3
$15 to $15.99,	75	56.6	70	56.6	5	57.0
$16 to $16.99,	52	57.6	49	57.6	3	57.7
$17 to $17.99,	30	59.2	28	59.7	2	52.5
$18 to $18.99,	37	56.9	35	57.2	2	51.5
$19 to $19.99,	22	59.2	21	59.5	1	53.1
$20 to $24.99,	64	59.0	63	59.1	1	51.2
$25 to $29.99,	39	57.9	39	57.9	–	–
$30 and over,	15	55.9	14	56.0	1	54.0
Females.	*1,328*	*49.0*	*796*	*48.5*	*532*	*49.7*
Under $3,	54	24.1	39	23.0	15	27.1
$3 to $3.99,	67	39.7	56	38.6	11	45.3
$4 to $4.99,	152	47.5	122	47.4	30	47.9
$5 to $5.99,	209	50.5	165	50.7	44	50.0
$6 to $6.99,	277	51.4	180	51.6	97	51.0
$7 to $7.99,	208	51.0	100	51.5	108	50.6
$8 to $8.99,	158	50.6	66	51.6	92	49.9
$9 to $9.99,	118	51.3	43	52.6	75	50.5
$10 to $10.99,	39	50.8	14	51.9	25	50.2
$11 to $11.99,	19	52.0	3	53.7	16	51.7
$12 to $12.99,	18	52.3	5	52.8	13	52.2
$13 to $13.99,	5	53.6	–	–	5	53.6
$15 to $15.99,	1	54.0	1	54.0	–	–
$16 to $16.99,	1	54.0	1	54.0	–	–
$18 to $18.99,	2	54.0	1	54.0	1	54.0

[1] Not including four male piece-workers for whom actual hours of labor were not reported.

TABLE D. — EARNINGS AND WORKING TIME, WITH REFERENCE TO TIME AND PIECE-WORK — Concluded.

Other Paper Products — Concluded.

Classified Weekly Earnings.	All Occupations		Time-workers		Piece-workers	
	Number of Employees	Average Hours	Number of Employees	Average Hours	Number of Employees	Average Hours
General Occupations, Producing Departments.	[1] **922**	**51.9**	**833**	**52.1**	**89**	**49.8**
Males.	*728*	*52.7*	*702*	*52.7*	*26*	*50.3*
Under $3,	8	14.6	8	14.6	–	–
$3 to $3.99,	7	29.1	7	29.1	–	–
$4 to $4.99,	16	43.6	16	43.6	–	–
$5 to $5.99,	21	50.6	21	50.6	–	–
$6 to $6.99,	27	45.5	27	45.5	–	–
$7 to $7.99,	26	49.2	24	49.1	2	49.5
$8 to $8.99,	33	51.0	33	51.0	–	–
$9 to $9.99,	52	54.1	49	54.1	3	54.0
$10 to $10.99,	67	53.1	64	53.2	3	51.0
$11 to $11.99,	38	53.4	37	53.5	1	49.2
$12 to $12.99,	76	53.6	73	53.7	3	52.7
$13 to $13.99,	47	53.8	44	53.8	3	53.7
$14 to $14.99,	50	54.5	50	54.5	–	–
$15 to $15.99,	47	55.2	42	56.4	5	45.8
$16 to $16.99,	47	53.7	44	54.1	3	46.7
$17 to $17.99,	35	56.6	34	56.8	1	52.2
$18 to $18.99,	44	53.9	42	54.0	2	52.0
$19 to $19.99,	13	58.5	13	58.5	–	–
$20 to $24.99,	53	56.2	53	56.2	–	–
$25 to $29.99,	17	53.3	17	53.3	–	–
$30 and over,	4	54.5	4	54.5	–	–
Females.	*194*	*49.0*	*131*	*48.8*	*63*	*49.6*
Under $3,	9	29.4	5	16.8	4	45.3
$3 to $3.99,	22	43.1	9	35.3	13	48.5
$4 to $4.99,	16	49.7	6	44.8	10	52.6
$5 to $5.99,	40	52.0	33	52.3	7	50.3
$6 to $6.99,	29	50.8	26	51.2	3	46.7
$7 to $7.99,	17	50.3	10	51.8	7	48.0
$8 to $8.99,	19	50.2	14	51.7	5	46.0
$9 to $9.99,	10	50.5	8	50.8	2	49.5
$10 to $10.99,	10	51.2	6	49.7	4	53.8
$11 to $11.99,	4	50.5	3	50.7	1	49.4
$12 to $12.99,	8	50.9	4	50.3	4	51.5
$15 to $15.99,	2	52.5	2	52.5	–	–
$16 to $16.99,	4	50.3	4	50.3	–	–
$17 to $17.99,	2	54.0	–	–	2	54.0
$18 to $18.99,	1	54.0	–	–	1	54.0
$22 to $22.99,	1	50.0	1	50.0	–	–
Power, Mechanical, and Yard Force.[2]	**175**	**59.0**	**175**	**59.0**	–	–
Under $3,	1	11.0	1	11.0	–	–
$6 to $6.99,	1	51.0	1	51.0	–	–
$7 to $7.99,	1	51.0	1	51.0	–	–
$8 to $8.99,	2	52.5	2	52.5	–	–
$9 to $9.99,	5	54.6	5	54.6	–	–
$10 to $10.99,	9	52.8	9	52.8	–	–
$11 to $11.99,	5	56.8	5	56.8	–	–
$12 to $12.99,	13	65.3	13	65.3	–	–
$13 to $13.99,	10	55.7	10	55.7	–	–
$14 to $14.99,	11	70.4	11	70.4	–	–
$15 to $15.99,	20	62.6	20	62.6	–	–
$16 to $16.99,	19	57.4	19	57.4	–	–
$17 to $17.99,	16	61.8	16	61.8	–	–
$18 to $18.99,	15	53.9	15	53.9	–	–
$19 to $19.99,	11	54.6	11	54.6	–	–
$20 to $24.99,	26	58.5	26	58.5	–	–
$25 to $29.99,	5	69.8	5	69.8	–	–
$30 and over,	5	56.6	5	56.6	–	–

[1] Not including four male piece-workers for whom actual hours of labor were not reported.
[2] All males.

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS.

Paper Box Making.

Males.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
ALL OCCUPATIONS.	**1,733**	**$12.47**	**77**	**37**	**121**	**231**	**277**	**501**	**375**	**[1] 114**
PRODUCTIVE OCCUPATIONS.	**1,000**	**11.91**	**58**	**31**	**92**	**159**	**170**	**239**	**183**	**68**
Corner Cutters.	**43**	**9.06**	**1**	**1**	**15**	**9**	**7**	**9**	**1**	**–**
Time-workers,	42	8.93	1	1	15	9	7	8	1	–
Piece-workers,	1	14.62	–	–	–	–	–	1	–	–
Boston and vicinity,	17	10.37	1	1	1	2	5	6	1	–
Other municipalities,	26	8.21	–	–	14	7	2	3	–	–
Full time,	*27*	*9.26*	–	–	*9*	*6*	*5*	*7*	–	–
Time-workers,	27	9.26	–	–	9	6	5	7	–	–
Boston and vicinity,	11	10.68	–	–	1	2	3	5	–	–
Other municipalities,	16	8.29	–	–	8	4	2	2	–	–
Coverers.	**43**	**11.26**	**–**	**–**	**1**	**8**	**18**	**13**	**3**	**–**
Time-workers,	37	11.12	–	–	–	8	16	11	2	–
Piece-workers,	6	12.08	–	–	1	–	2	2	1	–
Boston and vicinity,	14	10.50	–	–	–	4	5	5	–	–
Other municipalities,	29	11.62	–	–	1	4	13	8	3	–
Full time,	*22*	*11.14*	–	–	–	*5*	*7*	*8*	*2*	–
Time-workers,	19	10.77	–	–	–	5	6	7	1	–
Piece-workers,	3	13.49	–	–	–	–	1	1	1	–
Boston and vicinity,	11	10.59	–	–	–	3	3	5	–	–
Other municipalities,	11	11.70	–	–	–	2	4	3	2	–
Creasing Machine Operators.	**30**	**11.08**	**3**	**–**	**1**	**5**	**5**	**12**	**4**	**–**
Time-workers,	27	10.87	3	–	1	4	5	11	3	–
Piece-workers,	3	12.96	–	–	–	1	–	1	1	–
Boston and vicinity,	10	11.59	–	–	1	1	2	5	1	–
Other municipalities,	20	10.83	3	–	–	4	3	7	3	–
Full time,	*13*	*12.77*	–	–	–	*1*	*1*	*9*	*2*	–
Time-workers,	13	12.77	–	–	–	1	1	9	2	–
Boston and vicinity,	3	11.33	–	–	–	–	1	2	–	–
Other municipalities,	10	13.21	–	–	–	1	–	7	2	–
Enders.	**109**	**12.19**	**1**	**1**	**4**	**16**	**18**	**51**	**18**	**–**
Time-workers,	84	12.20	1	1	3	13	13	37	16	–
Piece-workers,	25	12.16	–	–	1	3	5	14	2	–
Boston and vicinity,	21	11.57	1	1	–	4	2	10	3	–
Haverhill,	18	13.15	–	–	–	1	1	13	3	–
Other municipalities,	70	12.14	–	–	4	11	15	28	12	–
Full time,	*78*	*12.27*	–	–	*3*	*13*	*11*	*37*	*14*	–
Time-workers,	65	12.17	–	–	3	12	10	27	13	–
Piece-workers,	13	12.75	–	–	–	1	1	10	1	–
Boston and vicinity,	15	12.13	–	–	–	4	1	7	3	–
Haverhill,	13	13.42	–	–	–	1	–	9	3	–
Other municipalities,	50	12.01	–	–	3	8	10	21	8	–
Foremen.	**94**	**20.49**	**–**	**–**	**–**	**–**	**1**	**5**	**37**	**51**
Time-workers,	94	20.49	–	–	–	–	1	5	37	51
Boston and vicinity,	22	20.61	–	–	–	–	–	–	8	14
Other municipalities,	72	20.46	–	–	–	–	1	5	29	37
Full time,	*79*	*20.61*	–	–	–	–	–	*3*	*30*	*46*
Time-workers,	79	20.61	–	–	–	–	–	3	30	46
Boston and vicinity,	22	20.61	–	–	–	–	–	–	8	14
Other municipalities,	57	20.61	–	–	–	–	–	3	22	32

[1] Including 31 employees earning $25 and over.

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Males — Continued.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
Helpers, General.	**178**	**$8.73**	**22**	**12**	**30**	**47**	**36**	**25**	**6**	**-**
Time-workers,	170	8.89	17	12	28	46	36	25	6	-
Piece-workers,	8	5.29	5	-	2	1	-	-	-	-
Boston and vicinity,	54	9.09	7	-	8	17	12	6	4	-
Other municipalities,	124	8.57	15	12	22	30	24	19	2	-
Full time,	*138*	*9.14*	*7*	*11*	*24*	*40*	*28*	*22*	*6*	-
Time-workers,	135	9.18	7	11	22	39	28	22	6	-
Piece-workers,	3	7.20	-	-	2	1	-	-	-	-
Boston and vicinity,	47	9.61	4	-	6	16	11	6	4	-
Other municipalities,	91	8.89	3	11	18	24	17	16	2	-
Scorers.	**154**	**14.38**	**-**	**-**	**2**	**6**	**15**	**55**	**69**	**7**
Time-workers,	150	14.29	-	-	2	6	15	54	67	6
Piece-workers,	4	17.51	-	-	-	-	-	1	2	1
Boston and vicinity,	63	14.64	-	-	-	3	7	20	30	3
Other municipalities,	91	14.19	-	-	2	3	8	35	39	4
Full time,	*124*	*14.50*	*-*	*-*	*1*	*3*	*10*	*47*	*57*	*6*
Time-workers,	122	14.43	-	-	1	3	10	47	56	5
Piece-workers,	2	18.83	-	-	-	-	-	-	1	1
Boston and vicinity,	55	14.88	-	-	-	2	4	19	27	3
Other municipalities,	69	14.19	-	-	1	1	6	28	30	3
Stayers.	**81**	**11.63**	**4**	**1**	**7**	**12**	**17**	**24**	**14**	**2**
Time-workers,	45	10.95	2	-	4	7	11	16	5	-
Piece-workers,	36	12.48	2	1	3	5	6	8	9	2
Boston and vicinity,	11	13.07	-	-	1	1	2	4	2	1
Other municipalities,	70	11.40	4	1	6	11	15	20	12	1
Full time,	*49*	*12.03*	*-*	*-*	*3*	*8*	*10*	*18*	*10*	-
Time-workers,	32	11.30	-	-	3	6	6	13	4	-
Piece-workers,	17	13.39	-	-	-	2	4	5	6	-
Boston and vicinity,	9	12.73	-	-	1	-	2	4	2	-
Other municipalities,	40	11.87	-	-	2	8	8	14	8	-
Tiers.	**101**	**9.10**	**8**	**12**	**15**	**25**	**23**	**13**	**5**	**-**
Time-workers,	91	8.59	8	11	15	23	22	12	-	-
Piece-workers,	10	13.72	-	1	-	2	1	1	5	-
Boston and vicinity,	51	8.52	4	4	9	18	14	1	1	-
Other municipalities,	50	9.68	4	8	6	7	9	12	4	-
Full time,	*70*	*8.38*	*5*	*11*	*11*	*18*	*17*	*8*	-	-
Time-workers,	67	8.41	5	10	11	16	17	8	-	-
Piece-workers,	3	7.63	-	1	-	2	-	-	-	-
Boston and vicinity,	36	8.72	1	3	5	14	12	1	-	-
Other municipalities,	34	8.02	4	8	6	4	5	7	-	-
Other Occupations.	**167**	**10.93**	**19**	**4**	**17**	**31**	**30**	**32**	**26**	**8**
Time-workers,	146	10.97	18	3	13	27	25	31	22	7
Piece-workers,	21	10.65	1	1	4	4	5	1	4	1
Boston and vicinity,	40	9.26	12	-	4	4	4	9	7	-
Other municipalities,	127	11.45	7	4	13	27	26	23	19	8
Full time,	*81*	*11.20*	*8*	*1*	*5*	*16*	*15*	*19*	*16*	*1*
Time-workers,	79	11.15	8	1	5	16	14	19	15	1
Piece-workers,	2	13.19	-	-	-	-	1	-	1	-
Boston and vicinity,	21	11.67	4	-	-	2	3	6	6	-
Other municipalities,	60	11.04	4	1	5	14	12	13	10	1

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Males — Continued.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**599**	**$13.09**	**18**	**6**	**29**	**65**	**94**	**197**	**154**	**36**
Cutters, Stock.	**228**	**13.99**	**1**	**1**	**4**	**11**	**25**	**102**	**72**	**12**
Time-workers,	212	14.06	1	1	4	11	19	94	70	12
Piece-workers,	16	13.08	–	–	–	–	6	8	2	–
Boston and vicinity,	51	14.39	–	1	–	2	7	17	19	5
Brockton and vicinity,	28	13.46	–	–	–	–	3	19	4	2
Haverhill,	13	14.12	–	–	–	–	1	7	5	–
Lynn,	14	14.54	–	–	–	1	1	3	9	–
Other municipalities,	122	13.86	1	–	4	8	13	56	35	5
Full time,	*167*	*14.13*	–	–	*3*	*6*	*15*	*77*	*57*	*9*
Time-workers,	167	14.13	–	–	3	6	15	77	57	9
Boston and vicinity,	41	14.75	–	–	–	1	5	14	16	5
Brockton and vicinity,	25	13.53	–	–	–	–	1	19	3	2
Haverhill,	13	14.12	–	–	–	–	1	7	5	–
Lynn,	14	14.54	–	–	–	1	1	3	9	–
Other municipalities,	74	13.91	–	–	3	4	7	34	24	2
Laborers.	**37**	**10.62**	**1**	**–**	**1**	**11**	**14**	**9**	**1**	**–**
Time-workers,	34	10.45	1	–	1	11	13	7	1	–
Piece-workers,	3	12.47	–	–	–	–	1	2	–	–
Boston and vicinity,	7	10.26	–	–	–	3	3	1	–	–
Other municipalities,	30	10.70	1	–	1	8	11	8	1	–
Full time,	*20*	*10.43*	–	–	–	*8*	*8*	*3*	*1*	–
Time-workers,	20	10.43	–	–	–	8	8	3	1	–
Boston and vicinity,	5	10.20	–	–	–	2	2	1	–	–
Other municipalities,	15	10.50	–	–	–	6	6	2	1	–
Packers.	**24**	**11.63**	**2**	**–**	**2**	**3**	**7**	**4**	**6**	**–**
Time-workers,	21	11.20	2	–	2	3	6	3	5	–
Piece-workers,	3	14.63	–	–	–	–	1	1	1	–
Boston,	1	10.30	–	–	–	–	1	–	–	–
Other municipalities,	23	11.69	2	–	2	3	6	4	6	–
Full time,	*8*	*11.08*	*1*	–	*1*	–	*4*	–	*2*	–
Time-workers,	8	11.08	1	–	1	–	4	–	2	–
Other municipalities,	8	11.08	1	–	1	–	4	–	2	–
Printers.	**178**	**13.74**	**7**	**3**	**12**	**14**	**26**	**46**	**51**	**19**
Time-workers,	160	13.68	6	3	12	14	22	39	48	16
Piece-workers,	18	14.28	1	–	–	–	4	7	3	3
Boston and vicinity,	42	12.31	4	1	4	3	4	11	14	1
Lynn,	10	12.45	–	–	–	4	1	2	3	–
Other municipalities,	126	14.32	3	2	8	7	21	33	34	18
Full time,	*91*	*12.98*	*2*	*2*	*3*	*8*	*15*	*28*	*32*	*1*
Time-workers,	91	12.98	2	2	3	8	15	28	32	1
Boston and vicinity,	24	13.21	1	–	–	3	2	8	10	–
Lynn,	10	12.45	–	–	–	4	1	2	3	–
Other municipalities,	57	12.97	1	2	3	1	12	18	19	1
Shippers.	**52**	**13.71**	**–**	**–**	**2**	**5**	**9**	**18**	**13**	**5**
Time-workers,	51	13.67	–	–	2	5	9	18	12	5
Piece-workers,	1	15.75	–	–	–	–	–	–	1	–
Boston and vicinity,	16	13.80	–	–	1	–	5	6	2	2
Other municipalities,	36	13.67	–	–	1	5	4	12	11	3

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Males — Concluded.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
Shippers — Con.										
Full time,	*39*	*$13.33*	–	–	*2*	*3*	*8*	*12*	*12*	*2*
Time-workers,	39	13.33	–	–	2	3	8	12	12	2
Boston and vicinity,	14	13.32	–	–	1	–	5	5	2	1
Other municipalities,	25	13.33	–	–	1	3	3	7	10	1
Other Occupations.	**80**	**10.28**	**7**	**2**	**8**	**21**	**13**	**18**	**11**	–
Time-workers,	70	9.86	7	2	8	20	10	14	9	–
Piece-workers,	10	13.25	–	–	–	1	3	4	2	–
Boston and vicinity,	25	10.75	–	–	3	5	7	9	1	–
Other municipalities,	55	10.07	7	2	5	16	6	9	10	–
Full time,	*48*	*9.89*	*4*	–	*5*	*13*	*10*	*14*	*2*	–
Time-workers,	48	9.89	4	–	5	13	10	14	2	–
Boston and vicinity,	19	10.58	–	–	2	4	6	6	1	–
Other municipalities,	29	9.45	4	–	3	9	4	8	1	–
POWER, MECHANICAL, AND YARD FORCE.	**134**	**13.85**	**1**	–	–	**7**	**13**	**65**	**38**	**10**
Engineers.	**19**	**16.02**	**1**	–	–	–	**1**	**2**	**11**	**4**
Time-workers,	19	16.02	1	–	–	–	1	2	11	4
Boston and vicinity,	5	17.80	–	–	–	–	–	1	2	2
Other municipalities,	14	15.38	1	–	–	–	1	1	9	2
Full time,	*14*	*16.71*	–	–	–	–	*1*	*1*	*9*	*3*
Time-workers,	14	16.71	–	–	–	–	1	1	9	3
Boston and vicinity,	5	17.80	–	–	–	–	–	1	2	2
Other municipalities,	9	16.11	–	–	–	–	1	–	7	1
Machinists.	**13**	**18.52**	–	–	–	–	–	**2**	**6**	**5**
Time-workers,	13	18.52	–	–	–	–	–	2	6	5
Boston and vicinity,	9	17.83	–	–	–	–	–	2	3	4
Other municipalities,	4	20.06	–	–	–	–	–	–	3	1
Full time,	*10*	*18.10*	–	–	–	–	–	*1*	*5*	*4*
Time-workers,	10	18.10	–	–	–	–	–	1	5	4
Boston and vicinity,	8	18.50	–	–	–	–	–	1	3	4
Other municipalities,	2	16.50	–	–	–	–	–	–	2	–
Teamsters.	**77**	**12.47**	–	–	–	**6**	**10**	**49**	**12**	–
Time-workers,	77	12.47	–	–	–	6	10	49	12	–
Boston and vicinity,	21	12.48	–	–	–	1	4	13	3	–
Brockton and vicinity,	16	13.28	–	–	–	1	–	10	5	–
Other municipalities,	40	12.14	–	–	–	4	6	26	4	–
Full time,	*75*	*12.46*	–	–	–	*5*	*10*	*49*	*11*	–
Time-workers,	75	12.46	–	–	–	5	10	49	11	–
Boston and vicinity,	21	12.48	–	–	–	1	4	13	3	–
Brockton and vicinity,	16	13.28	–	–	–	1	–	10	5	–
Other municipalities,	38	12.11	–	–	–	3	6	26	3	–
Other Occupations.	**25**	**14.04**	–	–	–	**1**	**2**	**12**	**9**	**1**
Time-workers,	25	14.04	–	–	–	1	2	12	9	1
Boston and vicinity,	10	13.77	–	–	–	1	1	4	3	1
Other municipalities,	15	14.23	–	–	–	–	1	8	6	–
Full time,	*20*	*13.85*	–	–	–	*1*	*2*	*9*	*7*	*1*
Time-workers,	20	13.85	–	–	–	1	2	9	7	1
Boston and vicinity,	10	13.77	–	–	–	1	1	4	3	1
Other municipalities,	10	13.93	–	–	–	–	1	5	4	–

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Females.[1]

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $7	$7 and under $8	$8 and under $9	$9 and under $10	$10 and under $12	$12 and under $15	$15 and under $20
ALL OCCUPATIONS.	**4,085**	**$7.61**	**712**	**536**	**517**	**561**	**548**	**459**	**485**	**208**	**59**
PRODUCTIVE OCCUPATIONS.	**3,866**	**7.63**	**678**	**500**	**480**	**531**	**518**	**442**	**456**	**204**	**57**
Bench Workers.	**954**	**7.81**	**131**	**129**	**110**	**127**	**126**	**149**	**128**	**44**	**10**
Time-workers,	249	7.40	37	43	25	22	25	61	32	2	2
Piece-workers,	705	7.96	94	86	85	105	101	88	96	42	8
Boston and vicinity,	423	8.09	53	42	45	56	56	66	87	16	2
Brockton and vicinity,	50	8.38	6	3	–	–	–	39	–	1	1
Haverhill,	21	7.86	–	2	4	7	3	2	2	1	–
Lynn,	14	9.61	–	–	1	4	3	2	1	1	2
Other municipalities,	446	7.43	72	82	60	60	64	40	38	25	5
Full time,	*400*	*8.38*	*34*	*49*	*31*	*39*	*70*	*85*	*62*	*23*	*7*
Time-workers,	187	7.97	12	33	15	16	20	59	28	2	2
Piece-workers,	213	8.74	22	16	16	23	50	26	34	21	5
Boston and vicinity,	155	8.42	17	8	14	18	27	24	44	3	–
Brockton and vicinity,	41	9.22	–	–	–	–	–	39	–	1	1
Haverhill,	8	8.59	–	1	–	2	2	1	1	1	–
Lynn,	13	9.66	–	–	1	4	2	2	1	1	2
Other municipalities,	183	8.06	17	40	16	15	39	19	16	17	4
Boxmakers, ***n. s.***	**310**	**7.47**	**50**	**43**	**44**	**44**	**48**	**36**	**31**	**11**	**3**
Time-workers,	50	5.67	15	14	12	1	4	3	1	–	–
Piece-workers,	260	7.82	35	29	32	43	44	33	30	11	3
Boston and vicinity,	91	6.76	15	18	21	8	15	6	7	1	–
Other municipalities,	219	7.77	35	25	23	36	33	30	24	10	3
Full time,	*109*	*7.59*	*13*	*16*	*18*	*13*	*17*	*13*	*14*	*5*	–
Time-workers,	37	6.03	6	12	11	1	3	3	1	–	–
Piece-workers,	72	8.39	7	4	7	12	14	10	13	5	–
Boston and vicinity,	57	7.08	5	13	14	5	10	3	6	1	–
Other municipalities,	52	8.15	8	3	4	8	7	10	8	4	–
Closers.	**117**	**5.63**	**67**	**23**	**5**	**8**	**1**	**–**	**3**	**6**	**4**
Time-workers,	92	4.70	59	21	4	5	1	–	2	–	–
Piece-workers,	25	9.07	8	2	1	3	–	–	1	6	4
Boston and vicinity,	93	4.60	62	21	2	5	1	–	2	–	–
Other municipalities,	24	9.63	5	2	3	3	–	–	1	6	4
Full time,	*71*	*5.51*	*37*	*20*	*4*	*4*	*1*	–	*2*	*2*	*1*
Time-workers,	62	5.22	32	19	4	4	1	–	2	–	–
Piece-workers,	9	7.50	5	1	–	–	–	–	–	2	1
Boston and vicinity,	64	5.07	36	19	2	4	1	–	2	–	–
Other municipalities,	7	9.51	1	1	2	–	–	–	–	2	1
Coverers.	**945**	**7.85**	**101**	**117**	**137**	**147**	**164**	**101**	**125**	**48**	**5**
Time-workers,	132	6.28	36	26	20	20	8	12	5	5	–
Piece-workers,	813	8.11	65	91	117	127	156	89	120	43	5
Boston and vicinity,	256	7.52	37	30	32	50	43	26	27	11	–
Brockton and vicinity,	69	9.41	–	6	6	8	13	9	19	6	2
Haverhill,	55	8.01	4	9	8	3	12	5	13	1	–
Lynn,	81	8.83	3	7	10	13	14	13	13	5	3
Other municipalities,	484	7.63	57	65	81	73	82	48	53	25	–

[1] Data for 106 female employees whose individual weekly earnings were not recorded on the pay-rolls were not included in this tabulation.

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Females — Continued.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $7	$7 and under $8	$8 and under $9	$9 and under $10	$10 and under $12	$12 and under $15	$15 and under $20
Coverers — Con.											
Full time, ...	*405*	*$8.11*	*27*	*51*	*67*	*56*	*62*	*52*	*64*	*25*	*1*
Time-workers, . .	106	6.75	17	24	20	18	7	10	5	5	–
Piece-workers, . .	299	8.59	10	27	47	38	55	42	59	20	1
Boston and vicinity, .	113	7.80	11	13	18	21	14	13	17	6	–
Brockton and vicinity, .	17	10.51	–	–	–	1	4	4	5	2	1
Haverhill, . . .	21	9.34	–	–	3	1	5	3	8	1	–
Lynn, ...	39	8.41	2	3	6	5	8	6	9	–	–
Other municipalities, .	215	7.90	14	35	40	28	31	26	25	16	–
Finishers.	**207**	**7.67**	**19**	**35**	**29**	**38**	**29**	**31**	**15**	**10**	**1**
Time-workers, . . .	19	6.77	–	9	1	3	4	1	–	1	–
Piece-workers, . . .	188	7.76	19	26	28	35	25	30	15	9	1
Boston and vicinity,. .	57	7.21	6	10	8	14	9	5	5	–	–
Brockton and vicinity, .	60	7.90	3	14	8	9	5	9	7	5	–
Haverhill, . . .	15	9.47	1	–	1	3	2	3	2	2	1
Lynn, ...	31	9.05	–	1	–	7	8	12	1	2	–
Other municipalities, .	44	6.34	9	10	12	5	5	2	–	1	–
Full time, ...	*58*	*8.57*	*4*	*4*	*7*	*11*	*9*	*10*	*5*	*7*	*1*
Time-workers, . .	6	8.72	–	–	–	2	2	1	–	1	–
Piece-workers, . .	52	8.55	4	4	7	9	7	9	5	6	1
Boston and vicinity, .	2	7.50	–	–	–	1	1	–	–	–	–
Brockton and vicinity, .	15	9.62	1	–	2	1	1	4	2	4	–
Haverhill, . . .	12	10.09	–	–	–	3	2	2	2	2	1
Lynn, ...	13	8.97	–	1	–	3	4	3	1	1	–
Other municipalities, .	16	6.26	3	3	5	3	1	1	–	–	–
Folding Machine Operators.	**44**	**5.91**	**11**	**9**	**13**	**6**	**3**	**2**	–	–	–
Time-workers, . . .	11	4.54	4	5	2	–	–	–	–	–	–
Piece-workers, . . .	33	6.37	7	4	11	6	3	2	–	–	–
Boston and vicinity, .	23	5.42	6	4	10	3	–	–	–	–	–
Other municipalities, .	21	6.44	5	5	3	3	3	2	–	–	–
Full time, ...	*12*	*5.74*	*2*	*6*	*2*	*2*	–	–	–	–	–
Time-workers, . .	6	5.63	–	5	1	–	–	–	–	–	–
Piece-workers, . .	6	5.85	2	1	1	2	–	–	–	–	–
Boston and vicinity, .	4	6.05	1	1	1	1	–	–	–	–	–
Other municipalities, .	8	5.58	1	5	1	1	–	–	–	–	–
Forewomen.	**67**	**11.59**	–	–	**1**	–	**7**	**5**	**19**	**23**	**12**
Time-workers, . . .	66	11.64	–	–	1	–	6	5	19	23	12
Piece-workers, . . .	1	8.31	–	–	–	–	1	–	–	–	–
Boston and vicinity,. .	22	11.81	–	–	–	–	1	–	8	11	2
Other municipalities, .	45	11.49	–	–	1	–	6	5	11	12	10
Full time, ...	*64*	*11.70*	–	–	–	–	*6*	*5*	*19*	*22*	*12*
Time-workers, . .	63	11.76	–	–	–	–	5	5	19	22	12
Piece-workers, . .	1	8.31	–	–	–	–	1	–	–	–	–
Boston and vicinity, .	21	11.79	–	–	–	–	1	–	8	10	2
Other municipalities, .	43	11.66	–	–	–	–	5	5	11	12	10
Gluers.	**107**	**6.94**	**21**	**16**	**16**	**24**	**15**	**8**	**4**	**3**	–
Time-workers, . . .	46	6.13	13	9	6	9	7	2	–	–	–
Piece-workers, . . .	61	7.56	8	7	10	15	8	6	4	3	–
Boston and vicinity, .	49	6.55	16	10	3	7	6	2	2	3	–
Other municipalities, .	58	7.28	5	6	13	17	9	6	2	–	–

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Females — Continued.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $7	$7 and under $8	$8 and under $9	$9 and under $10	$10 and under $12	$12 and under $15	$15 and under $20
Gluers — Con.											
Full time, ...	*59*	*$6.82*	*12*	*9*	*6*	*13*	*11*	*5*	*3*	–	–
Time-workers, . .	38	6.29	9	8	4	8	7	2	–	–	–
Piece-workers, . .	21	7.80	3	1	2	5	4	3	3	–	–
Boston and vicinity, .	35	6.27	11	7	1	7	6	2	1	–	–
Other municipalities, .	24	7.63	1	2	5	6	5	3	2	–	–
Helpers, General.	**157**	**4.59**	**117**	**14**	**11**	**6**	**5**	**3**	**1**	–	–
Time-workers, . . .	124	4.47	96	10	8	3	4	3	–	–	–
Piece-workers, . . .	33	5.04	21	4	3	3	1	–	1	–	–
Boston and vicinity, .	63	3.97	55	5	1	–	2	–	–	–	–
Brockton and vicinity, .	20	3.94	19	1	–	–	–	–	–	–	–
Other municipalities, .	74	5.29	43	8	10	6	3	3	1	–	–
Full time, ...	*89*	*4.65*	*67*	*9*	*6*	*3*	*1*	*2*	*1*	–	–
Time-workers, . .	84	4.55	65	8	6	2	1	2	–	–	–
Piece-workers, . .	5	6.37	2	1	–	1	–	–	1	–	–
Boston and vicinity, .	39	4.26	34	4	–	–	1	–	–	–	–
Brockton and vicinity, .	5	4.53	4	1	–	–	–	–	–	–	–
Other municipalities, .	45	5.01	29	4	6	3	–	2	1	–	–
Liners, Hand.	**33**	**11.08**	**1**	**2**	**2**	**3**	**2**	**2**	**10**	**6**	**5**
Time-workers, . . .	4	6.88	1	–	1	1	–	1	–	–	–
Piece-workers, . . .	29	11.66	–	2	1	2	2	1	10	6	5
All municipalities, . .	33	11.08	1	2	2	3	2	2	10	6	5
Full time, ...	*3*	*6.67*	*1*	–	–	*1*	–	*1*	–	–	–
Time-workers, . .	3	6.67	1	–	–	1	–	1	–	–	–
All municipalities, .	3	6.67	1	–	–	1	–	1	–	–	–
Machine Operators, *n. s.*	**129**	**6.95**	**23**	**19**	**27**	**30**	**17**	**1**	**7**	**4**	**1**
Time-workers, . . .	54	5.68	21	12	8	6	7	–	–	–	–
Piece-workers, . . .	75	7.86	2	7	19	24	10	1	7	4	1
Boston and vicinity, .	11	8.73	–	–	1	3	5	–	–	2	–
Brockton and vicinity, .	19	8.97	–	–	–	7	4	1	6	1	–
Other municipalities, .	99	6.36	23	19	26	20	8	–	1	1	1
Full time, ...	*77*	*6.85*	*17*	*13*	*19*	*9*	*11*	*1*	*3*	*3*	*1*
Time-workers, . .	46	5.89	17	9	7	6	7	–	–	–	–
Piece-workers, . .	31	8.27	–	4	12	3	4	1	3	3	1
Boston and vicinity, .	5	8.92	–	–	–	–	4	–	–	1	–
Brockton and vicinity, .	7	9.94	–	–	–	1	1	1	3	1	–
Other municipalities, .	65	6.36	17	13	19	8	6	–	–	1	1
Stayers.	**165**	**8.42**	**17**	**23**	**22**	**20**	**18**	**20**	**18**	**20**	**7**
Time-workers, . . .	43	6.05	7	14	7	6	4	4	1	–	–
Piece-workers, . . .	122	9.25	10	9	15	14	14	16	17	20	7
Boston and vicinity, .	66	9.98	3	3	7	6	7	9	12	14	5
Other municipalities, .	99	7.37	14	20	15	14	11	11	6	6	2
Full time, ...	*61*	*8.37*	*4*	*13*	*7*	*7*	*7*	*7*	*5*	*9*	*2*
Time-workers, . .	36	6.59	3	11	7	6	4	4	1	–	–
Piece-workers, . .	25	10.93	1	2	–	1	3	3	4	9	2
Boston and vicinity, .	22	9.71	1	1	1	3	3	4	3	5	1
Other municipalities, .	39	7.61	3	12	6	4	4	3	2	4	1

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Females — Continued.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $7	$7 and under $8	$8 and under $9	$9 and under $10	$10 and under $12	$12 and under $15	$15 and under $20
Toppers.	**162**	**$8.00**	**16**	**17**	**22**	**32**	**20**	**24**	**24**	**4**	**3**
Time-workers,	19	5.73	6	4	4	1	1	3	–	–	–
Piece-workers,	143	8.30	10	13	18	31	19	21	24	4	3
Boston and vicinity,	52	8.49	4	2	6	10	5	12	11	2	–
Brockton and vicinity,	23	8.80	–	1	4	7	5	–	4	1	1
Haverhill,	15	8.44	1	1	1	6	–	2	3	1	–
Lynn,	24	7.68	5	3	5	1	3	3	2	–	2
Other municipalities,	48	7.09	6	10	6	8	7	7	4	–	–
Full time,	*62*	*8.43*	*3*	*8*	*10*	*7*	*9*	*10*	*11*	*1*	*3*
Time-workers,	11	6.97	–	3	3	1	1	3	–	–	–
Piece-workers,	51	8.74	3	5	7	6	8	7	11	1	3
Boston and vicinity,	17	8.59	–	–	4	2	3	5	3	–	–
Brockton and vicinity,	5	11.30	–	–	–	–	2	–	2	–	1
Haverhill,	6	9.80	–	–	–	2	–	1	2	1	–
Lynn,	15	7.93	3	2	4	–	2	1	1	–	2
Other municipalities,	19	7.49	–	6	2	3	2	3	3	–	–
Trimmers.	**37**	**7.47**	**9**	**3**	**3**	**5**	**7**	**5**	**4**	**1**	**–**
Time-workers,	7	8.30	2	–	–	–	–	2	3	–	–
Piece-workers,	30	7.27	7	3	3	5	7	3	1	1	–
Boston and vicinity,	3	5.60	2	–	–	1	–	–	–	–	–
Haverhill,	32	7.48	7	3	3	4	7	4	3	1	–
Other municipalities,	2	10.04	–	–	–	–	–	1	1	–	–
Full time,	*9*	*8.38*	*3*	–	–	–	*1*	*1*	*3*	*1*	–
Time-workers,	6	8.02	2	–	–	–	–	1	3	–	–
Piece-workers,	3	9.09	1	–	–	–	1	–	–	1	–
Boston and vicinity,	2	4.50	2	–	–	–	–	–	–	–	–
Haverhill,	6	9.38	1	–	–	–	1	1	2	1	–
Other municipalities,	1	10.13	–	–	–	–	–	–	1	–	–
Turners-in.	**61**	**4.25**	**44**	**16**	**1**	**–**	**–**	**–**	**–**	**–**	**–**
Time-workers,	45	4.23	33	12	–	–	–	–	–	–	–
Piece-workers,	16	4.33	11	4	1	–	–	–	–	–	–
Boston and vicinity,	5	3.68	5	–	–	–	–	–	–	–	–
Other municipalities,	56	4.31	39	16	1	–	–	–	–	–	–
Full time,	*31*	*4.59*	*20*	*10*	*1*	–	–	–	–	–	–
Time-workers,	26	4.52	18	8	–	–	–	–	–	–	–
Piece-workers,	5	4.95	2	2	1	–	–	–	–	–	–
Boston and vicinity,	4	3.88	4	–	–	–	–	–	–	–	–
Other municipalities,	27	4.69	16	10	1	–	–	–	–	–	–
Wrapping Machine Operators.	**153**	**8.86**	**6**	**12**	**17**	**20**	**23**	**25**	**38**	**10**	**2**
Time-workers,	19	6.49	4	5	2	3	2	2	–	1	–
Piece-workers,	134	9.19	2	7	15	17	21	23	38	9	2
Boston and vicinity,	76	9.18	2	6	9	6	11	13	22	5	2
Other municipalities,	77	8.54	4	6	8	14	12	12	16	5	–
Full time,	*47*	*8.66*	*2*	*4*	*5*	*7*	*8*	*8*	*11*	*2*	–
Time-workers,	8	5.91	1	3	1	3	–	–	–	–	–
Piece-workers,	39	9.23	1	1	4	4	8	8	11	2	–
Boston and vicinity,	35	8.68	2	2	4	4	8	5	9	1	–
Other municipalities,	12	8.62	–	2	1	3	–	3	2	1	–

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Concluded.

Females — Concluded.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $7	$7 and under $8	$8 and under $9	$9 and under $10	$10 and under $12	$12 and under $15	$15 and under $20
Other Occupations.	**218**	**$7.88**	**45**	**22**	**20**	**21**	**33**	**30**	**29**	**14**	**4**
Time-workers,	93	7.35	33	5	4	4	14	13	10	9	1
Piece-workers,	125	8.27	12	17	16	17	19	17	19	5	3
Boston and vicinity,	65	5.96	34	3	5	6	6	6	5	–	–
Other municipalities,	153	8.69	11	19	15	15	27	24	24	14	4
Full time,	*95*	*7.81*	*29*	*7*	*6*	*3*	*11*	*15*	*12*	*10*	*2*
Time-workers,	68	7.16	27	4	4	–	9	10	6	7	1
Piece-workers,	27	9.44	2	3	2	3	2	5	6	3	1
Boston and vicinity,	40	5.42	26	3	1	2	2	5	1	–	–
Other municipalities,	55	9.55	3	4	5	1	9	10	11	10	2
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**219**	**7.27**	**34**	**36**	**37**	**30**	**30**	**17**	**29**	**4**	**2**
Cutters, Stock.	**15**	**9.22**	**1**	**1**	**2**	**1**	**–**	**1**	**9**	**–**	**–**
Time-workers,	15	9.22	1	1	2	1	–	1	9	–	–
Boston and vicinity,	4	6.00	–	1	2	1	–	–	–	–	–
Other municipalities,	11	10.39	1	–	–	–	–	1	9	–	–
Full time,	*14*	*9.59*	*–*	*1*	*2*	*1*	*–*	*1*	*9*	*–*	*–*
Time-workers,	14	9.59	–	1	2	1	–	1	9	–	–
Boston and vicinity,	4	6.00	–	1	2	1	–	–	–	–	–
Other municipalities,	10	11.03	–	–	–	–	–	1	9	–	–
Labelers.	**121**	**7.28**	**15**	**29**	**19**	**12**	**15**	**12**	**14**	**4**	**1**
Time-workers,	36	6.45	6	10	6	4	4	6	–	–	–
Piece-workers,	85	7.63	9	19	13	8	11	6	14	4	1
Boston and vicinity,	25	7.37	4	4	4	1	2	6	4	–	–
Haverhill,	17	8.92	1	–	5	1	2	2	3	3	–
Other municipalities,	79	6.89	10	25	10	10	11	4	7	1	1
Full time,	*64*	*7.40*	*5*	*15*	*11*	*9*	*8*	*7*	*6*	*3*	*–*
Time-workers,	28	6.80	2	9	6	2	3	6	–	–	–
Piece-workers,	36	7.88	3	6	5	7	5	1	6	3	–
Boston and vicinity,	8	7.29	1	–	2	1	1	3	–	–	–
Haverhill,	11	10.07	–	–	2	1	1	1	3	3	–
Other municipalities,	45	6.77	4	15	7	7	6	3	3	–	–
Other Occupations.	**83**	**6.89**	**18**	**6**	**16**	**17**	**15**	**4**	**6**	**–**	**1**
Time-workers,	73	7.11	14	2	16	16	14	4	6	–	1
Piece-workers,	10	5.34	4	4	–	1	1	–	–	–	–
Boston and vicinity,	21	6.31	9	1	2	1	5	1	2	–	–
Other municipalities,	62	7.09	9	5	14	16	10	3	4	–	1
Full time,	*44*	*7.48*	*5*	*2*	*11*	*11*	*6*	*3*	*5*	*–*	*1*
Time-workers,	44	7.48	5	2	11	11	6	3	5	–	1
Boston and vicinity,	13	7.41	2	1	2	1	4	1	2	–	–
Other municipalities,	31	7.51	3	1	9	10	2	2	3	–	1

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Envelope Making.

Males.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
ALL OCCUPATIONS.	**890**	**$14.54**	**17**	**32**	**57**	**92**	**86**	**189**	**283**	**134**
PRODUCTIVE OCCUPATIONS.	**300**	**15.90**	**1**	**10**	**9**	**25**	**28**	**64**	**92**	**71**
Envelope Cutters.	**127**	**15.64**	**–**	**–**	**1**	**10**	**9**	**37**	**55**	**15**
Time-workers,	118	15.49	–	–	1	10	9	34	50	14
Piece-workers,	9	17.65	–	–	–	–	–	3	5	1
Worcester,	62	16.62	–	–	–	3	3	18	29	9
Springfield,	38	14.94	–	–	1	4	4	7	18	4
Other municipalities,	27	14.38	–	–	–	3	2	12	8	2
Full time,	*86*	*15.96*	–	–	–	*7*	*5*	*20*	*42*	*12*
Time-workers,	79	15.72	–	–	–	7	5	19	37	11
Piece-workers,	7	18.73	–	–	–	–	–	1	5	1
Worcester,	43	16.95	–	–	–	1	2	11	22	7
Springfield,	25	14.95	–	–	–	3	3	4	12	3
Other municipalities,	18	15.02	–	–	–	3	–	5	8	2
Foremen.	**20**	**22.06**	**–**	**–**	**–**	**–**	**–**	**1**	**5**	**14**
Time-workers,	20	22.06	–	–	–	–	–	1	5	14
All municipalities,	20	22.06	–	–	–	–	–	1	5	14
Full time,	*20*	*22.06*	–	–	–	–	–	*1*	*5*	*14*
Time-workers,	20	22.06	–	–	–	–	–	1	5	14
All municipalities,	20	22.06	–	–	–	–	–	1	5	14
Helpers, General.	**23**	**9.60**	**–**	**4**	**3**	**5**	**6**	**4**	**1**	**–**
Time-workers,	23	9.60	–	4	3	5	6	4	1	–
Springfield,	13	10.01	–	2	1	4	3	2	1	–
Other municipalities,	10	9.05	–	2	2	1	3	2	–	–
Full time,	*13*	*9.05*	–	*4*	*1*	*1*	*4*	*3*	–	–
Time-workers,	13	9.05	–	4	1	1	4	3	–	–
Springfield,	8	9.32	–	2	1	1	2	2	–	–
Other municipalities,	5	8.61	–	2	–	–	2	1	–	–
Machine Adjusters.	**72**	**18.68**	**–**	**–**	**1**	**–**	**8**	**14**	**17**	**32**
Time-workers,	72	18.68	–	–	1	–	8	14	17	32
Worcester,	37	18.33	–	–	–	–	4	11	7	15
Springfield,	21	19.68	–	–	1	–	2	1	6	11
Other municipalities,	14	18.12	–	–	–	–	2	2	4	6
Full time,	*48*	*19.85*	–	–	*1*	–	*4*	*6*	*12*	*25*
Time-workers,	48	19.85	–	–	1	–	4	6	12	25
Worcester,	21	19.98	–	–	–	–	2	4	4	11
Springfield,	19	19.47	–	–	1	–	2	1	5	10
Other municipalities,	8	20.41	–	–	–	–	–	1	3	4
Other Occupations.	**58**	**13.38**	**1**	**6**	**4**	**10**	**5**	**8**	**14.**	**10**
Time-workers,	56	13.62	1	6	2	10	5	8	14	10
Piece-workers,	2	6.60	–	–	2	–	–	–	–	–
Worcester,	19	11.20	–	4	3	4	2	1	3	2
Springfield,	13	14.08	1	1	1	–	1	2	5	2
Other municipalities,	26	14.61	–	1	–	6	2	5	6	6
Full time,	*36*	*13.50*	–	*5*	*1*	*8*	*2*	*4*	*8*	*8*
Time-workers,	36	13.50	–	5	1	8	2	4	8	8
Worcester,	11	8.10	–	4	1	4	1	–	1	–
Springfield,	10	15.92	–	1	–	–	1	1	5	2
Other municipalities,	15	15.86	–	–	–	4	–	3	2	6

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Envelope Making — Continued.

Males — Continued.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**410**	**$12.78**	**16**	**22**	**46**	**59**	**46**	**90**	**89**	**42**
Packers.	**82**	**12.85**	**1**	**1**	**3**	**14**	**12**	**28**	**20**	**3**
Time-workers,	82	12.85	1	1	3	14	12	28	20	3
Worcester,	35	12.96	1	1	1	3	5	15	7	2
Springfield,	34	12.33	–	–	2	9	6	8	8	1
Other municipalities,	13	13.94	–	–	–	2	1	5	5	–
Full time,	*33*	*12.78*	*1*	–	*1*	*7*	*5*	*9*	*9*	*1*
Time-workers,	33	12.78	1	–	1	7	5	9	9	1
Worcester,	8	12.26	1	–	–	–	2	3	2	–
Springfield,	20	13.02	–	–	1	6	2	3	7	1
Other municipalities,	5	12.65	–	–	–	1	1	3	–	–
Printers.	**167**	**13.63**	**4**	**14**	**29**	**20**	**12**	**14**	**44**	**30**
Time-workers,	158	13.27	4	14	28	20	11	13	43	25
Piece-workers,	9	20.02	–	–	1	–	1	1	1	5
Worcester,	45	14.43	1	2	7	1	6	4	17	7
Springfield,	51	12.85	2	2	10	13	2	2	12	8
Other municipalities,	71	13.68	1	10	12	6	4	8	15	15
Full time,	*86*	*14.07*	–	*11*	*14*	*12*	*3*	*4*	*25*	*17*
Time-workers,	81	13.51	–	11	13	12	3	4	24	14
Piece-workers,	5	23.15	–	–	1	–	–	–	1	3
Worcester,	23	16.35	–	1	2	–	1	2	12	5
Springfield,	36	13.68	–	2	5	11	2	1	8	7
Other municipalities,	27	12.64	–	8	7	1	–	1	5	5
Shippers.	**35**	**14.06**	**1**	–	**1**	**1**	**4**	**16**	**9**	**3**
Time-workers,	35	14.06	1	–	1	1	4	16	9	3
All municipalities,	35	14.06	1	–	1	1	4	16	9	3
Full time,	*7*	*17.25*	–	–	*1*	–	*1*	*2*	*3*	–
Time-workers,	7	17.25	–	–	1	–	1	2	3	–
All municipalities,	7	17.25	–	–	1	–	1	2	3	–
Stock Clerks.	**31**	**11.57**	**2**	–	**2**	**11**	**3**	**5**	**7**	**1**
Time-workers,	31	11.57	2	–	2	11	3	5	7	1
All municipalities,	31	11.57	2	–	2	11	3	5	7	1
Full time,	*12*	*14.47*	–	–	*1*	*2*	–	*3*	*5*	*1*
Time-workers,	12	14.47	–	–	1	2	–	3	5	1
All municipalities,	12	14.47	–	–	1	2	–	3	5	1
Other Occupations.	**95**	**11.16**	**8**	**7**	**11**	**13**	**15**	**27**	**9**	**5**
Time-workers,	92	11.05	8	7	11	13	15	25	8	5
Piece-workers,	3	14.34	–	–	–	–	–	2	1	–
Worcester,	19	13.00	2	1	3	–	1	5	5	2
Springfield,	24	9.50	3	1	5	5	3	5	2	–
Other municipalities,	52	11.25	3	5	3	8	11	17	2	3
Full time,	*45*	*11.28*	*3*	*5*	*6*	*9*	*4*	*9*	*6*	*3*
Time-workers,	45	11.28	3	5	6	9	4	9	6	3
Worcester,	9	12.78	2	–	1	–	–	2	3	1
Springfield,	18	10.29	–	1	5	4	2	4	2	–
Other municipalities,	18	11.52	1	4	–	5	2	3	1	2

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Envelope Making — Continued.

Males — Concluded.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
POWER, MECHANICAL, AND YARD FORCE.	**180**	**$16.28**	–	–	**2**	**8**	**12**	**35**	**102**	**21**
Engineers.	**10**	**19.49**	–	–	–	–	–	–	**7**	**3**
Time-workers,	10	19.49	–	–	–	–	–	–	7	3
All municipalities,	10	19.49	–	–	–	–	–	–	7	3
Full time,	*9*	*18.88*	–	–	–	–	–	–	*7*	*2*
Time-workers,	9	18.88	–	–	–	–	–	–	7	2
All municipalities,	9	18.88	–	–	–	–	–	–	7	2
Machinists.	**109**	**17.18**	–	–	–	**2**	**4**	**17**	**72**	**14**
Time-workers,	109	17.18	–	–	–	2	4	17	72	14
Worcester,	71	16.93	–	–	–	1	4	10	49	7
Springfield,	19	17.11	–	–	–	–	–	4	13	2
Other municipalities,	19	18.19	–	–	–	1	–	3	10	5
Full time,	*64*	*18.04*	–	–	–	–	–	*8*	*45*	*11*
Time-workers,	64	18.04	–	–	–	–	–	8	45	11
Worcester,	35	17.72	–	–	–	–	–	4	26	5
Springfield,	18	17.32	–	–	–	–	–	3	13	2
Other municipalities,	11	20.22	–	–	–	–	–	1	6	4
Other Occupations.	**61**	**14.14**	–	–	**2**	**6**	**8**	**18**	**23**	**4**
Time-workers,	61	14.14	–	–	2	6	8	18	23	4
Worcester,	26	13.60	–	–	1	4	4	6	9	2
Other municipalities,	35	14.53	–	–	1	2	4	12	14	2
Full time,	*26*	*14.39*	–	–	–	*4*	*1*	*8*	*11*	*2*
Time-workers,	26	14.39	–	–	–	4	1	8	11	2
Worcester,	10	12.82	–	–	–	3	1	2	3	1
Other municipalities,	16	15.37	–	–	–	1	–	6	8	1

Females.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20
ALL OCCUPATIONS.	**1,642**	**$7.38**	**186**	**267**	**565**	**456**	**123**	**38**	**7**
PRODUCTIVE OCCUPATIONS.	**1,350**	**7.36**	**163**	**215**	**464**	**372**	**98**	**31**	**7**
Boxers.	**174**	**6.88**	**19**	**45**	**62**	**37**	**10**	**1**	–
Time-workers,	109	6.37	14	37	39	16	2	1	–
Piece-workers,	65	7.74	5	8	23	21	8	–	–
Springfield,	97	6.48	14	31	31	19	2	–	–
Other municipalities,	77	7.38	5	14	31	18	8	1	–

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Envelope Making — Continued.

Females — Continued.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20
Boxers — Con.									
Full time,	*114*	*$6.91*	*7*	*33*	*45*	*24*	*4*	*1*	–
Time-workers,	87	6.69	6	29	35	14	2	1	–
Piece-workers,	27	7.63	1	4	10	10	2	–	–
Springfield,	74	6.70	6	25	27	15	1	–	–
Other municipalities,	40	7.30	1	8	18	9	3	1	–
Clasp Attachers.	**81**	**6.13**	**14**	**30**	**26**	**10**	**1**	–	–
Time-workers,	10	6.08	–	6	3	1	–	–	–
Piece-workers,	71	6.14	14	24	23	9	1	–	–
Worcester,	81	6.13	14	30	26	10	1	–	–
Full time,	*13*	*6.21*	–	*7*	*5*	*1*	–	–	–
Time-workers,	10	6.08	–	6	3	1	–	–	–
Piece-workers,	3	6.66	–	1	2	–	–	–	–
Worcester,	13	6.21	–	7	5	1	–	–	–
Counters.	**24**	**7.73**	**1**	**2**	**8**	**11**	**2**	–	–
Time-workers,	21	7.69	1	2	7	9	2	–	–
Piece-workers,	3	8.00	–	–	1	2	–	–	–
Springfield,	9	8.00	–	–	3	6	–	–	–
Other municipalities,	15	7.56	1	2	5	5	2	–	–
Full time,	*17*	*8.12*	–	*1*	*5*	*9*	*2*	–	–
Time-workers,	16	8.05	–	1	5	8	2	–	–
Piece-workers,	1	9.24	–	–	–	1	–	–	–
Springfield,	8	8.15	–	–	2	6	–	–	–
Other municipalities,	9	8.10	–	1	3	3	2	–	–
Edge Tinters.	**39**	**9.36**	**1**	**3**	**10**	**9**	**9**	**6**	**1**
Time-workers,	4	7.12	–	1	1	2	–	–	–
Piece-workers,	35	9.61	1	2	9	7	9	6	1
All municipalities,	39	9.36	1	3	10	9	9	6	1
Full time,	*5*	*8.42*	–	–	*1*	*4*	–	–	–
Time-workers,	2	8.25	–	–	–	2	–	–	–
Piece-workers,	3	8.54	–	–	1	2	–	–	–
All municipalities,	5	8.42	–	–	1	4	–	–	–
Envelope Machine Operators.	**602**	**7.56**	**50**	**60**	**240**	**211**	**35**	**6**	–
Time-workers,	88	7.82	4	8	30	42	2	2	–
Piece-workers,	514	7.52	46	52	210	169	33	4	–
Worcester,	314	7.20	37	42	132	81	21	1	–
Springfield,	172	7.84	10	11	64	81	4	2	–
Other municipalities,	116	8.12	3	7	44	49	10	3	–
Full time,	*148*	*7.95*	*3*	*14*	*54*	*68*	*5*	*4*	–
Time-workers,	72	8.10	–	7	24	37	2	2	–
Piece-workers,	76	7.80	3	7	30	31	3	2	–
Worcester,	44	7.26	3	5	22	14	–	–	–
Springfield,	58	8.21	–	5	15	35	1	2	–
Other municipalities,	46	8.27	–	4	17	19	4	2	–
Folders, Hand.	**273**	**6.80**	**65**	**48**	**77**	**56**	**20**	**7**	–
Time-workers,	69	6.41	23	16	11	14	2	3	–
Piece-workers,	204	6.93	42	32	66	42	18	4	–
Worcester,	166	6.81	36	29	54	30	15	2	–
Springfield,	34	6.95	7	6	7	11	2	1	–
Other municipalities,	73	6.70	22	13	16	15	3	4	–

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Envelope Making — Continued.

Females — Continued.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20
Folders, Hand — Con.									
Full time,	*117*	*$6.86*	*27*	*21*	*33*	*25*	*7*	*4*	–
Time-workers,	65	6.39	22	15	10	13	2	3	–
Piece-workers,	52	7.45	5	6	23	12	5	1	–
Worcester,	41	7.18	5	7	15	10	3	1	–
Springfield,	11	8.68	–	1	2	6	1	1	–
Other municipalities,	65	6.35	22	13	16	9	3	2	–
Sealers, Hand.	**47**	**7.85**	**2**	**10**	**11**	**19**	**3**	**2**	–
Time-workers,	27	7.29	1	8	6	12	–	–	–
Piece-workers,	20	8.60	1	2	5	7	3	2	–
Worcester,	16	7.28	1	3	6	6	–	–	–
Springfield,	16	6.95	1	7	2	6	–	–	–
Other municipalities,	15	9.41	–	–	3	7	3	2	–
Full time,	*24*	*7.70*	*1*	*6*	*5*	*10*	*1*	*1*	–
Time-workers,	20	7.27	1	6	4	9	–	–	–
Piece-workers,	4	9.86	–	–	1	1	1	1	–
Worcester,	2	8.01	–	–	1	1	–	–	–
Springfield,	13	6.80	1	6	2	4	–	–	–
Other municipalities,	9	8.94	–	–	2	5	1	1	–
Other Occupations.	**110**	**8.29**	**11**	**17**	**30**	**19**	**18**	**9**	**6**
Time-workers,	106	8.25	11	17	27	19	18	9	5
Piece-workers,	4	9.51	–	–	3	–	–	–	1
Worcester,	17	8.02	–	4	8	–	3	1	1
Springfield,	34	7.51	6	7	8	6	4	2	1
Other municipalities,	59	8.83	5	6	14	13	11	6	4
Full time,	*75*	*8.75*	*4*	*10*	*21*	*15*	*12*	*7*	*6*
Time-workers,	72	8.70	4	10	19	15	12	7	5
Piece-workers,	3	10.07	–	–	2	–	–	–	1
Worcester,	14	8.55	–	1	8	–	3	1	1
Springfield,	28	8.20	2	5	8	6	4	2	1
Other municipalities,	33	9.31	2	4	5	9	5	4	4
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**292**	**7.51**	**23**	**52**	**101**	**84**	**25**	**7**	–
Die Stamp Machine Operators.	**22**	**5.69**	**7**	**7**	**7**	**1**	–	–	–
Time-workers,	22	5.69	7	7	7	1	–	–	–
Worcester,	22	5.69	7	7	7	1	–	–	–
Full time,	*11*	*6.11*	*4*	*1*	*5*	*1*	–	–	–
Time-workers,	11	6.11	4	1	5	1	–	–	–
Worcester,	11	6.11	4	1	5	1	–	–	–
Packers.	**22**	**7.51**	–	**2**	**15**	**3**	**1**	**1**	–
Time-workers,	21	7.37	–	2	15	3	–	1	–
Piece-workers,	1	10.46	–	–	–	–	1	–	–
Springfield,	19	7.47	–	1	14	3	–	1	–
Other municipalities,	3	7.75	–	1	1	–	1	–	–
Full time,	*20*	*7.39*	–	*2*	*14*	*3*	–	*1*	–
Time-workers,	20	7.39	–	2	14	3	–	1	–
Springfield,	19	7.47	–	1	14	3	–	1	–
Other municipalities,	1	5.94	–	1	–	–	–	–	–

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Envelope Making — Concluded.

Females — Concluded.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20
Printers.	**193**	**$7.78**	**11**	**31**	**62**	**65**	**19**	**5**	**–**
Time-workers,	59	7.29	3	16	15	21	4	–	–
Piece-workers,	134	7.99	8	15	47	44	15	5	–
Worcester,	105	7.76	7	15	43	25	10	5	–
Springfield,	29	7.20	2	9	4	12	2	–	–
Other municipalities,	59	8.09	2	7	15	28	7	–	–
Full time,	*66*	*8.09*	–	*13*	*16*	*29*	*8*	–	–
Time-workers,	38	7.59	–	13	6	16	3	–	–
Piece-workers,	28	8.78	–	–	10	13	5	–	–
Worcester,	15	8.40	–	–	9	3	3	–	–
Springfield,	18	7.19	–	8	2	7	1	–	–
Other municipalities,	33	8.45	–	5	5	19	4	–	–
Other Occupations.	**55**	**7.28**	**5**	**12**	**17**	**15**	**5**	**1**	**–**
Time-workers,	47	7.23	5	10	14	13	4	1	–
Piece-workers,	8	7.52	–	2	3	2	1	–	–
Worcester,	11	8.45	–	–	5	4	1	1	–
Springfield,	16	7.08	1	6	3	5	1	–	–
Other municipalities,	28	6.92	4	6	9	6	3	–	–
Full time,	*37*	*7.46*	*2*	*10*	*10*	*9*	*5*	*1*	–
Time-workers,	33	7.30	2	10	9	7	4	1	–
Piece-workers,	4	8.80	–	–	1	2	1	–	–
Worcester,	8	8.52	–	–	4	2	1	1	–
Springfield,	14	7.14	1	6	1	5	1	–	–
Other municipalities,	15	7.19	1	4	5	2	3	–	–

Other Paper Products.

Males.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
ALL OCCUPATIONS.	**2,225**	**$12.88**	**96**	**73**	**205**	**328**	**349**	**457**	**486**	**[1] 231**
PRODUCTIVE OCCUPATIONS.	**1,318**	**12.14**	**64**	**52**	**150**	**236**	**229**	**249**	**219**	**119**
Calendermen.	**53**	**9.81**	**5**	**3**	**5**	**15**	**12**	**7**	**5**	**1**
Time-workers,	52	9.73	5	3	5	15	12	6	5	1
Piece-workers,	1	14.38	–	–	–	–	–	1	–	–
Holyoke,	18	10.47	–	–	–	10	5	–	3	–
Springfield,	14	11.96	–	1	1	1	4	5	1	1
Other municipalities,	21	7.82	5	2	4	4	3	2	1	–
Full time,	*18*	*11.97*	–	–	*1*	*3*	*6*	*5*	*2*	*1*
Time-workers,	18	11.97	–	–	1	3	6	5	2	1
Springfield,	13	12.49	–	–	1	1	4	5	1	1
Other municipalities,	5	10.60	–	–	–	2	2	–	1	–

[1] Including 24 employees earning $30 and over.

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Males — Continued.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
Coaters.	**130**	**$11.24**	**7**	**2**	**14**	**44**	**18**	**21**	**19**	**5**
Time-workers,	130	11.24	7	2	14	44	18	21	19	5
Springfield,	29	9.23	3	–	8	12	–	2	4	–
Other municipalities,	101	11.82	4	2	6	32	18	19	15	5
Full time,	*73*	*11.82*	–	–	*9*	*31*	*10*	*8*	*11*	*4*
Time-workers,	73	11.82	–	–	9	31	10	8	11	4
Springfield,	26	9.95	–	–	8	12	–	2	4	–
Other municipalities,	47	12.86	–	–	1	19	10	6	7	4
Coated Paper Mill Employees, *n. e. s.*	**89**	**11.58**	**6**	**2**	**9**	**7**	**23**	**26**	**11**	**5**
Time-workers,	84	11.20	6	2	9	7	23	25	8	4
Piece-workers,	5	18.07	–	–	–	–	–	1	3	1
Holyoke,	10	10.52	–	–	1	2	4	3	–	–
Springfield,	19	9.84	5	–	4	2	2	1	4	1
Other municipalities,	60	12.31	1	2	4	3	17	22	7	4
Full time,	*31*	*12.54*	–	*1*	*2*	*1*	*9*	*12*	*4*	*2*
Time-workers,	30	12.50	–	1	2	1	9	11	4	2
Piece-workers,	1	13.85	–	–	–	–	–	1	–	–
Holyoke,	1	13.85	–	–	–	–	–	1	–	–
Springfield,	8	11.74	–	–	2	1	2	–	3	–
Other municipalities,	22	12.77	–	1	–	–	7	11	1	2
Color Mixers.	**52**	**13.40**	**2**	**–**	**1**	**17**	**9**	**9**	**5**	**9**
Time-workers,	52	13.40	2	–	1	17	9	9	5	9
Boston and vicinity,	7	18.94	–	–	–	2	–	1	1	3
Holyoke,	16	9.96	–	–	1	9	5	–	1	–
Springfield,	12	14.87	–	–	–	3	2	4	–	3
Other municipalities,	17	13.33	2	–	–	3	2	4	3	3
Full time,	*18*	*17.51*	–	–	–	*1*	*3*	*6*	*2*	*6*
Time-workers,	18	17.51	–	–	–	1	3	6	2	6
Boston and vicinity,	4	24.75	–	–	–	–	–	1	–	3
Springfield,	10	16.08	–	–	–	1	2	4	–	3
Other municipalities,	4	13.88	–	–	–	–	1	1	2	–
Cutters.	**159**	**13.07**	**6**	**4**	**11**	**20**	**26**	**35**	**43**	**14**
Time-workers,	134	13.42	6	4	5	16	19	30	40	14
Piece-workers,	25	11.17	–	–	6	4	7	5	3	–
Boston and vicinity,	29	15.50	–	–	–	1	3	3	21	1
Holyoke,	29	10.72	3	1	2	7	3	9	3	1
Other municipalities,	101	13.04	3	3	9	12	20	23	19	12
Full time,	*84*	*12.24*	*1*	*3*	*9*	*9*	*14*	*23*	*22*	*3*
Time-workers,	71	12.63	1	3	5	6	12	19	22	3
Piece-workers,	13	10.13	–	–	4	3	2	4	–	–
Boston and vicinity,	23	15.33	–	–	–	1	2	3	16	1
Holyoke,	19	11.26	1	1	1	5	2	6	2	1
Other municipalities,	42	11.00	–	2	8	3	10	14	4	1
Foremen.	**65**	**22.50**	**–**	**–**	**–**	**1**	**3**	**5**	**18**	**38**
Time-workers,	65	22.50	–	–	–	1	3	5	18	38
Boston and vicinity,	15	23.12	–	–	–	–	1	–	5	9
Other municipalities,	50	22.32	–	–	–	1	2	5	13	29
Full time,	*50*	*22.90*	–	–	–	–	*3*	*3*	*13*	*31*
Time-workers,	50	22.90	–	–	–	–	3	3	13	31
Boston and vicinity,	14	23.39	–	–	–	–	1	–	4	9
Other municipalities,	36	22.71	–	–	–	–	2	3	9	22

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Males — Continued.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
Helpers.	**60**	**$7.87**	**15**	**6**	**9**	**14**	**8**	**7**	**1**	–
Time-workers,	60	7.87	15	6	9	14	8	7	1	–
Boston and vicinity,	20	6.36	8	2	2	6	2	–	–	–
Holyoke,	11	7.90	1	2	3	4	–	1	–	–
Other municipalities,	29	8.90	6	2	4	4	6	6	1	–
Full time,	*30*	*7.51*	*6*	*4*	*5*	*9*	*5*	*1*	–	–
Time-workers,	30	7.51	6	4	5	9	5	1	–	–
Boston and vicinity,	14	6.64	6	1	1	4	2	–	–	–
Holyoke,	5	9.26	–	1	–	3	–	1	–	–
Other municipalities,	11	7.82	–	2	4	2	3	–	–	–
Machine Operators and Tenders.	**228**	**12.02**	**4**	**3**	**29**	**40**	**44**	**46**	**52**	**10**
Time-workers,	211	12.01	4	3	27	37	41	41	48	10
Piece-workers,	17	12.11	–	–	2	3	3	5	4	–
Boston and vicinity,	21	8.94	2	1	9	1	–	4	4	–
Holyoke,	12	13.63	–	–	2	4	1	1	2	2
Springfield,	20	11.53	–	–	1	2	10	6	–	1
Other municipalities,	175	12.33	2	2	17	33	33	35	46	7
Full time,	*111*	*11.35*	–	*1*	*14*	*23*	*24*	*22*	*26*	*1*
Time-workers,	108	11.23	–	1	14	23	24	22	23	1
Piece-workers,	3	15.93	–	–	–	–	–	–	3	–
Boston and vicinity,	18	9.72	–	1	8	1	–	4	4	–
Holyoke,	1	9.45	–	–	–	1	–	–	–	–
Springfield,	16	11.76	–	–	–	1	10	4	–	1
Other municipalities,	76	11.68	–	–	6	20	14	14	22	–
Pressmen.	**160**	**12.60**	**5**	**9**	**15**	**19**	**22**	**50**	**25**	**15**
Time-workers,	145	12.93	4	9	11	16	18	47	25	15
Piece-workers,	15	9.43	1	–	4	3	4	3	–	–
Boston and vicinity,	61	12.13	1	2	5	9	11	23	7	3
Springfield,	14	13.59	–	–	4	2	–	2	4	2
Other municipalities,	85	12.78	4	7	6	8	11	25	14	10
Full time,	*52*	*13.11*	–	*5*	*1*	*7*	*4*	*17*	*14*	*4*
Time-workers,	52	13.11	–	5	1	7	4	17	14	4
Boston and vicinity,	24	13.27	–	–	–	5	3	11	3	2
Springfield,	7	13.82	–	–	1	1	–	1	4	–
Other municipalities,	21	12.69	–	5	–	1	1	5	7	2
Printers, Wall Paper.	**43**	**12.72**	**1**	**4**	**15**	**7**	–	–	**4**	**12**
Time-workers,	43	12.72	1	4	15	7	–	–	4	12
Boston and vicinity,	10	20.25	–	–	1	1	–	–	3	5
Other municipalities,	33	10.43	1	4	14	6	–	–	1	7
Full time,	*10*	*20.25*	–	–	*1*	*1*	–	–	*3*	*5*
Time-workers,	10	20.25	–	–	1	1	–	–	3	5
Boston and vicinity,	10	20.25	–	–	1	1	–	–	3	5
Reelers.	**70**	**9.74**	**2**	**2**	**7**	**20**	**31**	**5**	**3**	–
Time-workers,	69	9.73	2	2	7	20	30	5	3	–
Piece-workers,	1	10.45	–	–	–	–	1	–	–	–
Boston and vicinity,	6	11.42	–	–	–	3	1	1	1	–
Springfield,	38	9.13	2	2	4	10	19	–	1	–
Other municipalities,	26	10.24	–	–	3	7	11	4	1	–

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Males — Continued.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
Reelers — Con.										
Full time,	*49*	*$10.14*	–	*1*	*2*	*15*	*26*	*3*	*2*	–
Time-workers,	49	10.14	–	1	2	15	26	3	2	–
Boston and vicinity,	6	11.42	–	–	–	3	1	1	1	–
Springfield,	32	9.63	–	1	2	10	18	–	1	–
Other municipalities,	11	10.95	–	–	–	2	7	2	–	–
Rulers.	**42**	**14.51**	–	**1**	**2**	**3**	**5**	**12**	**16**	**3**
Time-workers,	38	13.86	–	1	2	3	5	12	13	2
Piece-workers,	4	20.76	–	–	–	–	–	–	3	1
Boston and vicinity,	13	15.05	–	–	–	1	2	4	5	1
Holyoke,	23	14.40	–	1	2	2	2	5	9	2
Other municipalities,	6	13.80	–	–	–	–	1	3	2	–
Full time,	*21*	*15.61*	–	–	–	*1*	*2*	*7*	*8*	*3*
Time-workers,	20	14.83	–	–	–	1	2	7	8	2
Piece-workers,	1	31.33	–	–	–	–	–	–	–	1
Boston and vicinity,	5	16.00	–	–	–	–	1	1	2	1
Holyoke,	10	16.51	–	–	–	1	–	3	4	2
Other municipalities,	6	13.80	–	–	–	–	1	3	2	–
Other Occupations.	**167**	**10.11**	**11**	**16**	**33**	**29**	**28**	**26**	**17**	**7**
Time-workers,	151	9.98	11	13	30	28	27	22	14	6
Piece-workers,	16	11.39	–	3	3	1	1	4	3	1
Boston and vicinity,	12	9.18	–	3	4	2	–	1	1	1
Holyoke,	37	11.20	–	4	8	5	6	5	6	3
Other municipalities,	118	9.87	11	9	21	22	22	20	10	3
Full time,	*107*	*9.55*	*2*	*11*	*26*	*18*	*24*	*17*	*9*	–
Time-workers,	100	9.47	2	10	25	17	23	15	8	–
Piece-workers,	7	10.63	–	1	1	1	1	2	1	–
Boston and vicinity,	7	6.79	–	3	3	–	–	1	–	–
Holyoke,	25	9.99	–	3	7	3	3	5	4	–
Other municipalities,	75	9.66	2	5	16	15	21	11	5	–
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**732**	**13.26**	**31**	**21**	**53**	**85**	**106**	**174**	**186**	**76**
Packers and Shippers.	**127**	**12.38**	**4**	**1**	**7**	**17**	**26**	**38**	**31**	**3**
Time-workers,	121	12.37	4	1	7	16	24	36	30	3
Piece-workers,	6	12.56	–	–	–	1	2	2	1	–
Boston and vicinity,	9	12.21	1	–	–	–	3	3	1	1
Holyoke,	18	12.52	1	–	1	1	4	7	4	–
Springfield,	32	11.65	1	–	3	7	7	7	6	1
Other municipalities,	68	12.71	1	1	3	9	12	21	20	1
Full time,	*66*	*12.27*	–	–	*2*	*14*	*15*	*22*	*11*	*2*
Time-workers,	61	12.23	–	–	2	13	14	20	10	2
Piece-workers,	5	12.80	–	–	–	1	1	2	1	–
Boston and vicinity,	7	14.14	–	–	–	–	2	3	1	1
Holyoke,	10	13.71	–	–	–	1	2	4	3	–
Springfield,	20	12.22	–	–	–	6	5	5	3	1
Other municipalities,	29	11.36	–	–	2	7	6	10	4	–
Printers.	**186**	**15.23**	**3**	**2**	**5**	**11**	**18**	**43**	**83**	**21**
Time-workers,	177	15.25	3	2	4	11	18	42	76	21
Piece-workers,	9	15.00	–	–	1	–	–	1	7	–
Boston and vicinity,	27	15.56	1	–	–	–	2	6	16	2
Holyoke,	12	14.64	–	1	1	1	–	3	3	3
Other municipalities,	147	15.22	2	1	4	10	16	34	64	16

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Males — Continued.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
Printers — Con.										
Full time,	*79*	*$15.97*	–	*2*	*2*	*5*	*4*	*12*	*44*	*10*
Time-workers,	78	15.97	–	2	2	5	4	12	43	10
Piece-workers,	1	16.43	–	–	–	–	–	–	1	–
Boston and vicinity,	18	16.67	–	–	–	–	1	2	13	2
Holyoke,	6	15.64	–	1	–	–	–	1	2	2
Other municipalities,	55	15.78	–	1	2	5	3	9	29	6
Truckers.	**53**	**11.52**	**2**	–	**3**	**11**	**14**	**15**	**7**	**1**
Time-workers,	53	11.52	2	–	3	11	14	15	7	1
Holyoke,	14	10.89	2	–	1	1	6	2	1	1
Other municipalities,	39	11.75	–	–	2	10	8	13	6	–
Full time,	*17*	*10.45*	–	–	–	*6*	*6*	*5*	–	–
Time-workers,	17	10.45	–	–	–	6	6	5	–	–
Holyoke,	3	10.89	–	–	–	–	3	–	–	–
Other municipalities,	14	10.36	–	–	–	6	3	5	–	–
Other Occupations.	**366**	**12.81**	**22**	**18**	**38**	**46**	**48**	**78**	**65**	**51**
Time-workers,	351	12.79	22	18	37	44	45	74	62	49
Piece-workers,	15	13.33	–	–	1	2	3	4	3	2
Boston and vicinity,	56	10.66	11	7	4	5	2	13	8	6
Holyoke,	34	10.24	2	6	7	3	5	4	6	1
Other municipalities,	276	13.57	9	5	27	38	41	61	51	44
Full time,	*199*	*12.73*	*7*	*15*	*19*	*27*	*24*	*44*	*34*	*29*
Time-workers,	195	12.76	7	15	19	25	24	42	34	29
Piece-workers,	4	11.09	–	–	–	2	–	2	–	–
Boston and vicinity,	43	11.85	4	6	2	4	2	13	6	6
Holyoke,	22	10.49	–	5	4	2	3	3	5	–
Other municipalities,	134	13.37	3	4	13	21	19	28	23	23
POWER, MECHANICAL, AND YARD FORCE.	**175**	**16.80**	**1**	–	**2**	**7**	**14**	**34**	**81**	**36**
Engineers.	**17**	**19.60**	–	–	–	–	–	**1**	**8**	**8**
Time-workers,	17	19.60	–	–	–	–	–	1	8	8
Boston and vicinity,	1	18.00	–	–	–	–	–	–	1	–
Other municipalities,	16	19.70	–	–	–	–	–	1	7	8
Full time,	*9*	*18.61*	–	–	–	–	–	–	*7*	*2*
Time-workers,	9	18.61	–	–	–	–	–	–	7	2
Boston and vicinity,	1	18.00	–	–	–	–	–	–	1	–
Other municipalities,	8	18.69	–	–	–	–	–	–	6	2
Machinists.	**59**	**18.89**	–	–	–	–	**3**	**6**	**31**	**19**
Time-workers,	59	18.89	–	–	–	–	3	6	31	19
Boston and vicinity,	4	20.35	–	–	–	–	–	–	1	3
Other municipalities,	55	18.79	–	–	–	–	3	6	30	16
Full time,	*30*	*19.16*	–	–	–	–	–	*4*	*14*	*12*
Time-workers,	30	19.16	–	–	–	–	–	4	14	12
Boston and vicinity,	4	20.35	–	–	–	–	–	–	1	3
Other municipalities,	26	18.98	–	–	–	–	–	4	13	9

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Males — Concluded.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $8	$8 and under $10	$10 and under $12	$12 and under $15	$15 and under $20	$20 and over
Other Occupations.	**99**	**$15.07**	**1**	**–**	**2**	**7**	**11**	**27**	**42**	**9**
Time-workers,	99	15.07	1	–	2	7	11	27	42	9
Boston and vicinity,	2	17.50	–	–	–	–	–	1	–	1
Holyoke,	17	12.72	1	–	–	4	1	7	3	1
Other municipalities,	80	15.50	–	–	2	3	10	19	39	7
Full time,	*49*	*13.71*	*1*	–	*2*	*3*	*7*	*18*	*17*	*1*
Time-workers,	49	13.71	1	–	2	3	7	18	17	1
Boston and vicinity,	1	21.00	–	–	–	–	–	–	–	1
Holyoke,	8	11.45	1	–	–	2	–	4	1	–
Other municipalities,	40	13.99	–	–	2	1	7	14	16	–

Females.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $7	$7 and under $8	$8 and under $9	$9 and under $10	$10 and under $12	$12 and under $15	$15 and under $20
ALL OCCUPATIONS.	**1,522**	**$6.72**	**320**	**249**	**306**	**225**	**177**	**128**	**72**	**31**	[1] **14**
PRODUCTIVE OCCUPATIONS.	**1,328**	**6.68**	**273**	**209**	**277**	**208**	**158**	**118**	**58**	**23**	**4**
Binders.	**52**	**7.92**	**5**	**9**	**8**	**7**	**6**	**3**	**9**	**5**	**–**
Time-workers,	25	6.44	4	8	3	6	1	2	1	–	–
Piece-workers,	27	9.28	1	1	5	1	5	1	8	5	–
Boston and vicinity,	8	6.87	1	2	–	3	1	1	–	–	–
Holyoke,	37	8.33	3	5	7	3	4	2	8	5	–
Other municipalities,	7	6.91	1	2	1	1	1	–	1	–	–
Full time,	*28*	*8.54*	–	*3*	*6*	*6*	*3*	*1*	*5*	*4*	–
Time-workers,	13	6.89	–	3	3	5	1	1	–	–	–
Piece-workers,	15	9.98	–	–	3	1	2	–	5	4	–
Boston and vicinity,	3	7.33	–	–	–	2	1	–	–	–	–
Holyoke,	23	8.90	–	2	6	3	2	1	5	4	–
Other municipalities,	2	6.29	–	1	–	1	–	–	–	–	–
Cone and Tube Makers.	**85**	**7.07**	**3**	**10**	**16**	**49**	**6**	**1**	**–**	**–**	**–**
Time-workers,	23	6.19	3	10	2	7	–	1	–	–	–
Piece-workers,	62	7.39	–	–	14	42	6	–	–	–	–
Boston and vicinity,	24	6.71	2	–	14	8	–	–	–	–	–
Other municipalities,	61	7.21	1	10	2	41	6	1	–	–	–
Full time,	*71*	*7.01*	*2*	*10*	*16*	*38*	*4*	*1*	–	–	–
Time-workers,	22	6.25	2	10	2	7	–	1	–	–	–
Piece-workers,	49	7.34	–	–	14	31	4	–	–	–	–
Boston and vicinity,	24	6.71	2	–	14	8	–	–	–	–	–
Other municipalities,	47	7.16	–	10	2	30	4	1	–	–	–

[1] Including one employee whose earnings were $22.50 a week.

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Females — Continued.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $7	$7 and under $8	$8 and under $9	$9 and under $10	$10 and under $12	$12 and under $15	$15 and under $20
Cutters.	**129**	**$8.16**	**5**	**7**	**24**	**17**	**26**	**37**	**12**	**1**	**–**
Time-workers,	34	6.83	1	5	15	4	6	3	–	–	–
Piece-workers,	95	8.63	4	2	9	13	20	34	12	1	–
Boston and vicinity,	14	6.97	1	2	4	3	3	1	–	–	–
Other municipalities,	115	8.30	4	5	20	14	23	36	12	1	–
Full time,	*49*	*7.88*	–	*4*	*12*	*4*	*10*	*19*	–	–	–
Time-workers,	24	6.80	–	3	12	3	3	3	–	–	–
Piece-workers,	25	8.91	–	1	–	1	7	16	–	–	–
Boston and vicinity,	7	7.01	–	1	2	2	1	1	–	–	–
Other municipalities,	42	8.02	–	3	10	2	9	18	–	–	–
Forewomen.	**21**	**9.76**	**1**	**–**	**1**	**2**	**3**	**4**	**6**	**2**	**2**
Time-workers,	21	9.76	1	–	1	2	3	4	6	2	2
Boston and vicinity,	7	8.57	–	–	–	2	2	–	3	–	–
Other municipalities,	14	10.35	1	–	1	–	1	4	3	2	2
Full time,	*17*	*10.00*	–	–	*1*	*2*	*3*	*3*	*4*	*2*	*2*
Time-workers,	17	10.00	–	–	1	2	3	3	4	2	2
Boston and vicinity,	7	8.57	–	–	–	2	2	–	3	–	–
Other municipalities,	10	11.00	–	–	1	–	1	3	1	2	2
Inspectors.	**138**	**5.77**	**61**	**17**	**28**	**10**	**10**	**6**	**4**	**2**	**–**
Time-workers,	130	5.60	61	17	28	8	7	4	3	2	–
Piece-workers,	8	8.60	–	–	–	2	3	2	1	–	–
Boston and vicinity,	77	4.90	53	10	10	1	1	–	1	1	–
Other municipalities,	61	6.87	8	7	18	9	9	6	3	1	–
Full time,	*59*	*6.46*	*10*	*9*	*21*	*5*	*7*	*4*	*1*	*2*	–
Time-workers,	59	6.46	10	9	21	5	7	4	1	2	–
Boston and vicinity,	24	5.48	10	4	7	1	1	–	–	1	–
Other municipalities,	35	7.13	–	5	14	4	6	4	1	1	–
Machine Operators and Tenders.	**196**	**7.09**	**24**	**27**	**40**	**41**	**45**	**9**	**5**	**4**	**1**
Time-workers,	111	6.37	22	22	27	19	14	4	2	–	1
Piece-workers,	85	8.03	2	5	13	22	31	5	3	4	–
Boston and vicinity,	36	5.63	14	6	11	3	–	2	–	–	–
Holyoke,	10	8.77	1	2	–	1	2	–	1	3	–
Springfield,	45	7.21	3	3	13	18	6	–	1	–	1
Other municipalities,	105	7.38	6	16	16	19	37	7	3	1	–
Full time,	*65*	*7.42*	*3*	*9*	*11*	*18*	*16*	*4*	*1*	*2*	*1*
Time-workers,	56	7.15	3	9	10	16	13	4	–	–	1
Piece-workers,	9	9.09	–	–	1	2	3	–	1	2	–
Boston and vicinity,	6	6.83	1	1	–	2	–	2	–	–	–
Holyoke,	7	9.31	–	1	–	1	2	–	1	2	–
Springfield,	21	7.33	1	1	7	9	2	–	–	–	1
Other municipalities,	31	7.17	1	6	4	6	12	2	–	–	–
Paper Novelty Workers.	**244**	**5.89**	**64**	**64**	**47**	**27**	**25**	**9**	**7**	**1**	**–**
Time-workers,	113	6.02	19	34	29	15	11	2	2	1	–
Piece-workers,	131	5.77	45	30	18	12	14	7	5	–	–
All municipalities,	244	5.89	64	64	47	27	25	9	7	1	–
Full time,	*111*	*6.03*	*16*	*34*	*34*	*13*	*9*	*2*	*2*	*1*	–
Time-workers,	72	6.43	2	20	26	10	9	2	2	1	–
Piece-workers,	39	5.30	14	14	8	3	–	–	–	–	–
All municipalities,	111	6.03	16	34	34	13	9	2	2	1	–

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Females — Continued.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $7	$7 and under $8	$8 and under $9	$9 and under $10	$10 and under $12	$12 and under $15	$15 and under $20
Pasters and Labelers.	**53**	**$5.97**	**14**	**11**	**16**	**4**	**4**	**3**	**1**	–	–
Time-workers,	46	5.78	14	11	11	4	3	3	–	–	–
Piece-workers,	7	7.20	–	–	5	–	1	–	1	–	–
Boston and vicinity,	17	5.00	9	3	3	1	–	1	–	–	–
Holyoke,	11	6.10	3	3	3	–	–	2	–	–	–
Other municipalities,	25	6.57	2	5	10	3	4	–	1	–	–
Full time,	*35*	*6.13*	*7*	*6*	*13*	*3*	*3*	*3*	–	–	–
Time-workers,	33	6.13	7	6	11	3	3	3	–	–	–
Piece-workers,	2	6.13	–	–	2	–	–	–	–	–	–
Boston and vicinity,	10	5.30	4	2	3	–	–	1	–	–	–
Holyoke,	9	6.31	2	2	3	–	–	2	–	–	–
Other municipalities,	16	6.54	1	2	7	3	3	–	–	–	–
Sealers and Banders.	**54**	**8.35**	**5**	**1**	**5**	**14**	**9**	**11**	**5**	**3**	**1**
Time-workers,	17	6.59	4	1	1	7	3	1	–	–	–
Piece-workers,	37	9.15	1	–	4	7	6	10	5	3	1
Holyoke,	15	8.41	2	1	3	2	–	3	3	–	1
Other municipalities,	39	8.33	3	–	2	12	9	8	2	3	–
Full time,	*18*	*8.58*	*1*	–	*1*	*7*	*3*	*3*	*2*	–	*1*
Time-workers,	11	7.63	–	–	1	6	3	1	–	–	–
Piece-workers,	7	10.07	1	–	–	1	–	2	2	–	1
Holyoke,	9	9.28	1	–	1	2	–	2	2	–	1
Other municipalities,	9	7.88	–	–	–	5	3	1	–	–	–
Sorters and Counters.	**135**	**5.13**	**77**	**17**	**20**	**5**	**6**	**3**	**3**	**4**	–
Time-workers,	117	4.58	76	15	16	2	5	2	1	–	–
Piece-workers,	18	8.65	1	2	4	3	1	1	2	4	–
Boston and vicinity,	2	5.50	–	2	–	–	–	–	–	–	–
Holyoke,	38	7.06	5	4	15	4	4	1	2	3	–
Other municipalities,	95	4.34	72	11	5	1	2	2	1	1	–
Full time,	*45*	*6.56*	*14*	*10*	*7*	*3*	*3*	*3*	*1*	*4*	–
Time-workers,	32	5.55	14	8	3	2	3	2	–	–	–
Piece-workers,	13	9.02	–	2	4	1	–	1	1	4	–
Boston and vicinity,	2	5.50	–	2	–	–	–	–	–	–	–
Holyoke,	14	8.47	–	2	4	2	1	1	1	3	–
Other municipalities,	29	5.71	14	6	3	1	2	2	–	1	–
Other Occupations.	**221**	**6.88**	**14**	**46**	**72**	**32**	**18**	**32**	**6**	**1**	–
Time-workers,	159	6.50	12	42	47	26	13	17	2	–	–
Piece-workers,	62	7.86	2	4	25	6	5	15	4	1	–
Boston and vicinity,	40	5.98	4	10	19	5	2	–	–	–	–
Holyoke,	50	8.07	2	4	9	10	2	18	4	1	–
Springfield,	14	8.12	–	1	2	2	5	3	1	–	–
Other municipalities,	117	6.54	8	31	42	15	9	11	1	–	–
Full time,	*162*	*7.04*	*2*	*37*	*61*	*17*	*13*	*25*	*6*	*1*	–
Time-workers,	113	6.68	1	34	38	14	8	16	2	–	–
Piece-workers,	49	7.86	1	3	23	3	5	9	4	1	–
Boston and vicinity,	36	6.26	1	10	18	5	2	–	–	–	–
Holyoke,	31	8.97	–	2	4	2	2	16	4	1	–
Springfield,	8	8.10	–	1	1	1	3	1	1	–	–
Other municipalities,	87	6.57	1	24	38	9	6	8	1	–	–

TABLE E. — ACTUAL WEEKLY EARNINGS: BY OCCUPATIONS — CONCLUDED.

Other Paper Products — Concluded.

Females — Concluded.

Occupation Classification.	Total Number of Employees	Average Weekly Earnings	Number of Employees earning a Week — Under $5	$5 and under $6	$6 and under $7	$7 and under $8	$8 and under $9	$9 and under $10	$10 and under $12	$12 and under $15	$15 and under $20
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**194**	**$7.00**	**47**	**40**	**29**	**17**	**19**	**10**	**14**	**8**	[1] **10**
Packers.	**86**	**5.06**	**38**	**32**	**5**	**4**	**3**	**2**	**1**	**1**	–
Time-workers,	45	5.25	11	25	5	1	2	–	–	1	–
Piece-workers,	41	4.84	27	7	–	3	1	2	1	–	–
Boston and vicinity,	7	6.71	–	2	4	–	–	–	–	1	–
Other municipalities,	79	4.91	38	30	1	4	3	2	1	–	–
Full time,	*43*	*6.03*	*7*	*22*	*5*	*3*	*2*	*2*	*1*	*1*	–
Time-workers,	28	6.06	–	19	5	1	2	–	–	1	–
Piece-workers,	15	5.97	7	3	–	2	–	2	1	–	–
Boston and vicinity,	7	6.71	–	2	4	–	–	–	–	1	–
Other municipalities,	36	5.89	7	20	1	3	2	2	1	–	–
Other Occupations.	**108**	**8.56**	**9**	**8**	**24**	**13**	**16**	**8**	**13**	**7**	[1] **10**
Time-workers,	86	8.07	9	8	21	9	12	8	9	3	[1] 7
Piece-workers,	22	10.45	–	–	3	4	4	–	4	4	3
Boston and vicinity,	44	8.31	4	5	6	5	8	5	6	1	4
Holyoke,	20	7.96	3	3	9	1	–	–	–	–	4
Other municipalities,	44	9.07	2	–	9	7	8	3	7	6	[1] 2
Full time,	*56*	*8.79*	–	*4*	*18*	*6*	*6*	*5*	*7*	*3*	*7*
Time-workers,	51	8.15	–	4	18	6	6	5	6	2	4
Piece-workers,	5	15.24	–	–	–	–	–	–	1	1	3
Boston and vicinity,	31	8.45	–	4	6	4	6	3	4	1	3
Holyoke,	12	9.86	–	–	7	1	–	–	–	–	4
Other municipalities,	13	8.62	–	–	5	1	–	2	3	2	–

[1] Including one employee whose earnings were $22.50 a week.

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS.

Paper Box Making.[1]

Males.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
ALL OCCUPATIONS.	**1,703**	**66**	**123**	**118**	**171**	**141**	**490**	**319**	**227**	**48**
PRODUCTIVE OCCUPATIONS.	**982**	**56**	**100**	**76**	**116**	**86**	**256**	**140**	**123**	**29**
Corner Cutters.	**43**	–	**12**	**8**	**5**	**6**	**9**	**2**	**1**	–
Time-workers,	42	–	12	8	5	6	9	1	1	–
Piece-workers,	1	–	–	–	–	–	–	1	–	–
Boston and vicinity,	17	–	2	3	1	3	6	1	1	–
Other municipalities,	26	–	10	5	4	3	3	1	–	–
Full time,	*27*	–	*8*	*5*	*3*	*3*	*7*	*1*	–	–
Time-workers,	27	–	8	5	3	3	7	1	–	–
Boston and vicinity,	11	–	1	2	1	2	4	1	–	–
Other municipalities,	16	–	7	3	2	1	3	–	–	–
Coverers.	**43**	–	**4**	**5**	**9**	**10**	**12**	**2**	**1**	–
Time-workers,	37	–	4	4	9	10	9	1	–	–
Piece-workers,	6	–	–	1	–	–	3	1	1	–
Boston and vicinity,	14	–	1	3	3	2	5	–	–	–
Other municipalities,	29	–	3	2	6	8	7	2	1	–
Full time,	*22*	–	*2*	*3*	*4*	*3*	*7*	*2*	*1*	–
Time-workers,	19	–	2	3	4	3	6	1	–	–
Piece-workers,	3	–	–	–	–	–	1	1	1	–
Boston and vicinity,	11	–	1	2	3	–	5	–	–	–
Other municipalities,	11	–	1	1	1	3	2	2	1	–
Creasing Machine Operators.	**28**	–	**2**	–	**2**	**3**	**15**	**5**	**1**	–
Time-workers,	27	–	2	–	2	3	14	5	1	–
Piece-workers,	1	–	–	–	–	–	1	–	–	–
Boston and vicinity,	8	–	–	–	1	–	7	–	–	–
Other municipalities,	20	–	2	–	1	3	8	5	1	–
Full time,	*13*	–	–	–	*1*	*1*	*6*	*4*	*1*	–
Time-workers,	13	–	–	–	1	1	6	4	1	–
Boston and vicinity,	3	–	–	–	1	–	2	–	–	–
Other municipalities,	10	–	–	–	–	1	4	4	1	–
Enders.	**104**	–	**3**	**8**	**12**	**8**	**47**	**18**	**8**	–
Time-workers,	84	–	3	8	9	6	35	15	8	–
Piece-workers,	20	–	–	–	3	2	12	3	–	–
Boston and vicinity,	20	–	–	3	1	2	7	6	1	–
Haverhill,	15	–	–	–	1	–	9	4	1	–
Other municipalities,	69	–	3	5	10	6	31	8	6	–
Full time,	*78*	–	*3*	*7*	*9*	*5*	*37*	*9*	*8*	–
Time-workers,	65	–	3	7	8	4	27	8	8	–
Piece-workers,	13	–	–	–	1	1	10	1	–	–
Boston and vicinity,	15	–	–	3	1	1	7	2	1	–
Haverhill,	13	–	–	–	1	–	8	3	1	–
Other municipalities,	50	–	3	4	7	4	22	4	6	–
Foremen.	**94**	–	–	–	–	**1**	**3**	**13**	**51**	**26**
Time-workers,	94	–	–	–	–	1	3	13	51	26
Boston and vicinity,	22	–	–	–	–	–	–	1	17	4
Other municipalities,	72	–	–	–	–	1	3	12	34	22

[1] Data for 30 males and 761 females, whose hourly earnings could not be computed on account of incomplete information, were not included in this tabulation.

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Males — Continued.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Foremen — Con.										
Full time,	*79*	–	–	–	–	–	*1*	*10*	*46*	*22*
Time-workers,	79	–	–	–	–	–	1	10	46	22
Boston and vicinity,	22	–	–	–	–	–	–	1	17	4
Other municipalities,	57	–	–	–	–	–	1	9	29	18
Helpers, General.	**178**	**19**	**43**	**18**	**40**	**17**	**33**	**7**	**1**	–
Time-workers,	170	14	41	17	40	17	33	7	1	–
Piece-workers,	8	5	2	1	–	–	–	–	–	–
Boston and vicinity,	54	6	11	10	12	4	7	4	–	–
Other municipalities,	124	13	32	8	28	13	26	3	1	–
Full time,	*138*	*8*	*37*	*16*	*29*	*15*	*25*	*7*	*1*	–
Time-workers,	135	8	35	15	29	15	25	7	1	–
Piece-workers,	3	–	2	1	–	–	–	–	–	–
Boston and vicinity,	47	4	9	10	11	3	6	4	–	–
Other municipalities,	91	4	28	6	18	12	19	3	1	–
Scorers.	**154**	–	–	**1**	**3**	**6**	**53**	**58**	**32**	**1**
Time-workers,	150	–	–	1	3	6	53	57	29	1
Piece-workers,	4	–	–	–	–	–	–	1	3	–
Boston and vicinity,	63	–	–	–	1	3	23	20	15	1
Other municipalities,	91	–	–	1	2	3	30	38	17	–
Full time,	*124*	–	–	*1*	*2*	*5*	*40*	*49*	*26*	*1*
Time-workers,	122	–	–	1	2	5	40	49	24	1
Piece-workers,	2	–	–	–	–	–	–	–	2	–
Boston and vicinity,	55	–	–	–	1	2	19	19	13	1
Other municipalities,	69	–	–	1	1	3	21	30	13	–
Stayers.	**80**	**2**	**6**	**4**	**11**	**9**	**30**	**10**	**7**	**1**
Time-workers,	45	1	4	3	6	4	22	3	2	–
Piece-workers,	35	1	2	1	5	5	8	7	5	1
Boston and vicinity,	11	–	1	–	1	2	4	1	1	1
Other municipalities,	69	2	5	4	10	7	26	9	6	–
Full time,	*49*	–	*3*	*3*	*7*	*5*	*20*	*6*	*5*	–
Time-workers,	32	–	3	3	4	3	15	2	2	–
Piece-workers,	17	–	–	–	3	2	5	4	3	–
Boston and vicinity,	9	–	1	–	1	1	4	1	1	–
Other municipalities,	40	–	2	3	6	4	16	5	4	–
Tiers.	**100**	**17**	**17**	**17**	**15**	**13**	**15**	**2**	**4**	–
Time-workers,	91	17	16	17	13	13	14	1	–	–
Piece-workers,	9	–	1	–	2	–	1	1	4	–
Boston and vicinity,	50	6	10	13	12	8	1	–	–	–
Other municipalities,	50	11	7	4	3	5	14	2	4	–
Full time,	*70*	*14*	*14*	*11*	*12*	*9*	*9*	*1*	–	–
Time-workers,	67	14	13	11	10	9	9	1	–	–
Piece-workers,	3	–	1	–	2	–	–	–	–	–
Boston and vicinity,	36	3	7	10	9	6	1	–	–	–
Other municipalities,	34	11	7	1	3	3	8	1	–	–
Other Occupations.	**158**	**18**	**13**	**15**	**19**	**13**	**39**	**23**	**17**	**1**
Time-workers,	146	17	12	15	18	9	37	21	16	1
Piece-workers,	12	1	1	–	1	4	2	2	1	–
Boston and vicinity,	36	12	–	3	3	1	8	8	1	–
Other municipalities,	122	6	13	12	16	12	31	15	16	1

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Males — Continued.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Other Occupations — Con.										
Full time,	*81*	*8*	*6*	*4*	*12*	*8*	*23*	*11*	*8*	*1*
Time-workers,	79	8	6	4	12	7	23	10	8	1
Piece-workers,	2	–	–	–	–	1	–	1	–	–
Boston and vicinity,	21	4	–	1	2	1	5	7	1	–
Other municipalities,	60	4	6	3	10	7	18	4	7	1
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**587**	**10**	**20**	**41**	**46**	**47**	**177**	**140**	**90**	**16**
Cutters, Stock.	**226**	**1**	**2**	**6**	**9**	**5**	**79**	**79**	**43**	**2**
Time-workers,	212	1	2	6	9	5	72	75	40	2
Piece-workers,	14	–	–	–	–	–	7	4	3	–
Boston and vicinity,	49	–	–	–	4	2	15	15	12	1
Brockton and vicinity,	28	–	–	–	–	–	18	5	5	–
Haverhill,	13	1	–	–	–	–	5	6	1	–
Lynn,	14	–	–	–	1	–	3	7	3	–
Other municipalities,	122	–	2	6	4	3	38	46	22	1
Full time,	*167*	*1*	*2*	*2*	*8*	*4*	*55*	*61*	*32*	*2*
Time-workers,	167	1	2	2	8	4	55	61	32	2
Boston and vicinity,	41	–	–	–	4	2	12	13	9	1
Brockton and vicinity,	25	–	–	–	–	–	16	5	4	–
Haverhill,	13	1	–	–	–	–	5	6	1	–
Lynn,	14	–	–	–	1	–	3	7	3	–
Other municipalities,	74	–	2	2	3	2	19	30	15	1
Laborers.	**36**	–	–	**1**	**11**	**10**	**12**	**2**	–	–
Time-workers,	33	–	–	1	11	10	10	1	–	–
Piece-workers,	3	–	–	–	–	–	2	1	–	–
Boston and vicinity,	7	–	–	1	2	2	2	–	–	–
Other municipalities,	29	–	–	–	9	8	10	2	–	–
Full time,	*20*	–	–	–	*9*	*5*	*5*	*1*	–	–
Time-workers,	20	–	–	–	9	5	5	1	–	–
Boston and vicinity,	5	–	–	–	2	2	1	–	–	–
Other municipalities,	15	–	–	–	7	3	4	1	–	–
Packers.	**22**	**1**	**2**	**3**	**3**	**3**	**3**	**3**	**4**	–
Time-workers,	21	1	2	3	3	3	3	3	3	–
Piece-workers,	1	–	–	–	–	–	–	–	1	–
Boston,	1	–	–	–	–	–	1	–	–	–
Other municipalities,	21	1	2	3	3	3	2	3	4	–
Full time,	*8*	*1*	*1*	–	*1*	*2*	*1*	–	*2*	–
Time-workers,	8	1	1	–	1	2	1	–	2	–
Other municipalities,	8	1	1	–	1	2	1	–	2	–
Printers.	**178**	**4**	**9**	**17**	**4**	**16**	**47**	**37**	**31**	**13**
Time-workers,	160	4	9	16	4	15	39	34	29	10
Piece-workers,	18	–	–	1	–	1	8	3	2	3
Boston and vicinity,	42	2	1	8	1	2	12	10	6	–
Lynn,	10	–	–	2	2	1	1	1	3	–
Other municipalities,	126	2	8	7	1	13	34	26	22	13
Full time,	*91*	*3*	*3*	*6*	*4*	*8*	*27*	*24*	*14*	*2*
Time-workers,	91	3	3	6	4	8	27	24	14	2

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Males — Continued.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Printers — Con.										
Boston and vicinity,	24	1	–	3	1	1	8	7	3	–
Lynn,	10	–	–	2	2	1	1	1	3	–
Other municipalities,	57	2	3	1	1	6	18	16	8	2
Shippers.	**52**	–	–	**2**	**7**	**3**	**17**	**14**	**8**	**1**
Time-workers,	51	–	–	2	7	3	17	14	7	1
Piece-workers,	1	–	–	–	–	–	–	–	1	–
Boston and vicinity,	16	–	–	1	2	1	7	1	3	1
Other municipalities,	36	–	–	1	5	2	10	13	5	–
Full time,	*39*	–	–	*2*	*5*	*3*	*11*	*12*	*5*	*1*
Time-workers,	39	–	–	2	5	3	11	12	5	1
Boston and vicinity,	14	–	–	1	2	1	6	1	2	1
Other municipalities,	25	–	–	1	3	2	5	11	3	–
Other Occupations.	**73**	**4**	**7**	**12**	**12**	**10**	**19**	**5**	**4**	–
Time-workers,	69	4	7	11	12	9	18	4	4	–
Piece-workers,	4	–	–	1	–	1	1	1	–	–
Boston and vicinity,	21	–	2	3	3	5	7	1	–	–
Other municipalities,	52	4	5	9	9	5	12	4	4	–
Full time,	*48*	*4*	*5*	*6*	*8*	*8*	*14*	*2*	*1*	–
Time-workers,	48	4	5	6	8	8	14	2	1	–
Boston and vicinity,	19	–	2	3	2	5	6	1	–	–
Other municipalities,	29	4	3	3	6	3	8	1	1	–
POWER, MECHANICAL, AND YARD FORCE.	**134**	–	**3**	**1**	**9**	**8**	**57**	**39**	**14**	**3**
Engineers.	**19**	–	–	–	**1**	–	**2**	**9**	**6**	**1**
Time-workers,	19	–	–	–	1	–	2	9	6	1
Boston and vicinity,	5	–	–	–	–	–	1	2	1	1
Other municipalities,	14	–	–	–	1	–	1	7	5	–
Full time,	*14*	–	–	–	*1*	–	*1*	*7*	*4*	*1*
Time-workers,	14	–	–	–	1	–	1	7	4	1
Boston and vicinity,	5	–	–	–	–	–	1	2	1	1
Other municipalities,	9	–	–	–	1	–	–	5	3	–
Machinists.	**13**	–	–	–	–	–	**1**	**5**	**5**	**2**
Time-workers,	13	–	–	–	–	–	1	5	5	2
Boston and vicinity,	9	–	–	–	–	–	1	4	3	1
Other municipalities,	4	–	–	–	–	–	–	1	2	1
Full time,	*10*	–	–	–	–	–	*1*	*4*	*4*	*1*
Time-workers,	10	–	–	–	–	–	1	4	4	1
Boston and vicinity,	8	–	–	–	–	–	1	3	3	1
Other municipalities,	2	–	–	–	–	–	–	1	1	–
Teamsters.	**77**	–	**1**	**1**	**5**	**7**	**44**	**19**	–	–
Time-workers,	77	–	1	1	5	7	44	19	–	–
Boston and vicinity,	21	–	–	1	–	4	11	5	–	–
Brockton and vicinity,	16	–	–	–	1	–	6	9	–	–
Other municipalities,	40	–	1	–	4	3	27	5	–	–
Full time,	*75*	–	*1*	*1*	*4*	*7*	*44*	*18*	–	–
Time-workers,	75	–	1	1	4	7	44	18	–	–

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Males — Concluded.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Teamsters — Con.										
Boston and vicinity,	21	–	–	1	–	4	11	5	–	–
Brockton and vicinity,	16	–	–	–	1	–	6	9	–	–
Other municipalities,	38	–	1	–	3	3	27	4	–	–
Other Occupations.	**25**	–	**2**	–	**3**	**1**	**10**	**6**	**3**	–
Time-workers,	25	–	2	–	3	1	10	6	3	–
Boston and vicinity,	10	–	2	–	1	–	3	3	1	–
Other municipalities,	15	–	–	–	2	1	7	3	2	–
Full time,	*20*	–	*2*	–	*2*	*1*	*7*	*5*	*3*	–
Time-workers,	20	–	2	–	2	1	7	5	3	–
Boston and vicinity,	10	–	2	–	1	–	3	3	1	–
Other municipalities,	10	–	–	–	1	1	4	2	2	–

Females.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
ALL OCCUPATIONS.	**3,430**	**581**	**496**	**468**	**496**	**499**	**341**	**415**	**101**	**33**
PRODUCTIVE OCCUPATIONS.	**3,231**	**560**	**455**	**429**	**469**	**471**	**326**	**388**	**101**	**32**
Bench Workers.	**717**	**92**	**108**	**86**	**113**	**129**	**83**	**74**	**28**	**4**
Time-workers,	249	30	55	21	37	67	20	16	3	–
Piece-workers,	468	62	53	65	76	62	63	58	25	4
Boston and vicinity,	243	30	25	31	36	36	41	36	7	1
Brockton and vicinity,	50	6	3	–	–	39	–	1	1	–
Haverhill,	9	–	1	3	1	2	1	1	–	–
Lynn,	14	–	1	–	5	3	1	2	2	–
Other municipalities,	401	56	78	52	71	49	40	34	18	3
Full time,	*400*	*41*	*58*	*33*	*67*	*97*	*46*	*38*	*19*	*1*
Time-workers,	187	16	39	13	24	63	17	12	3	–
Piece-workers,	213	25	19	20	43	34	29	26	16	1
Boston and vicinity,	155	20	15	13	28	26	29	20	4	–
Brockton and vicinity,	41	–	–	–	–	39	–	1	1	–
Haverhill,	8	–	1	2	1	2	1	1	–	–
Lynn,	13	–	1	–	5	3	–	2	2	–
Other municipalities,	183	21	41	18	33	27	16	14	12	1
Boxmakers, *n. s.*	**250**	**44**	**24**	**33**	**43**	**29**	**27**	**38**	**9**	**3**
Time-workers,	50	27	2	12	3	5	1	–	–	–
Piece-workers,	200	17	22	21	40	24	26	38	9	3
Boston and vicinity,	90	25	7	20	17	6	9	6	–	–
Other municipalities,	160	19	17	13	26	23	18	32	9	3
Full time,	*109*	*27*	*8*	*19*	*22*	*11*	*8*	*14*	–	–
Time-workers,	37	18	2	10	3	3	1	–	–	–
Piece-workers,	72	9	6	9	19	8	7	14	–	–
Boston and vicinity,	57	17	4	13	12	4	3	4	–	–
Other municipalities,	52	10	4	6	10	7	5	10	–	–

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Females — Continued.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Closers.	**117**	**67**	**23**	**8**	**5**	**1**	**1**	**3**	**4**	**5**
Time-workers,	92	58	22	8	1	1	1	1	–	–
Piece-workers,	25	9	1	–	4	–	–	2	4	5
Boston and vicinity,	93	63	20	6	1	1	1	1	–	–
Other municipalities,	24	4	3	2	4	–	–	2	4	5
Full time,	*71*	*41*	*17*	*6*	*1*	*1*	*1*	*2*	*2*	–
Time-workers,	62	35	17	6	1	1	1	1	–	–
Piece-workers,	9	6	–	–	–	–	–	1	2	–
Boston and vicinity,	64	40	16	4	1	1	1	1	–	–
Other municipalities,	7	1	1	2	–	–	–	1	2	–
Coverers.	**785**	**64**	**119**	**130**	**117**	**137**	**88**	**112**	**15**	**3**
Time-workers,	132	33	42	21	12	13	3	8	–	–
Piece-workers,	653	31	77	109	105	124	85	104	15	3
Boston and vicinity,	166	29	20	34	17	28	16	22	–	–
Brockton and vicinity,	69	–	6	4	11	13	13	14	7	1
Haverhill,	25	–	3	4	2	4	4	8	–	–
Lynn,	81	1	9	8	15	19	9	14	5	1
Other municipalities,	444	34	81	80	72	73	46	54	3	1
Full time,	*405*	*37*	*80*	*70*	*57*	*57*	*41*	*58*	*5*	–
Time-workers,	106	21	35	19	9	11	3	8	–	–
Piece-workers,	299	16	45	51	48	46	38	50	5	–
Boston and vicinity,	113	17	17	27	11	16	9	16	–	–
Brockton and vicinity,	17	–	–	1	2	4	5	2	3	–
Haverhill,	21	–	3	2	1	4	4	7	–	–
Lynn,	39	1	6	5	9	8	4	6	–	–
Other municipalities,	215	19	54	35	34	25	19	27	2	–
Finishers.	**206**	**15**	**32**	**33**	**37**	**36**	**26**	**20**	**7**	–
Time-workers,	19	–	10	2	2	4	–	1	–	–
Piece-workers,	187	15	22	31	35	32	26	19	7	–
Boston and vicinity,	56	1	7	9	16	7	6	7	3	–
Brockton and vicinity,	60	4	14	10	7	10	7	7	1	–
Haverhill,	15	–	1	1	4	2	4	2	1	–
Lynn,	31	–	1	1	5	11	8	4	1	–
Other municipalities,	44	10	9	12	5	6	1	–	1	–
Full time,	*58*	*7*	*2*	*12*	*7*	*11*	*9*	*7*	*3*	–
Time-workers,	6	–	–	2	1	2	–	1	–	–
Piece-workers,	52	7	2	10	6	9	9	6	3	–
Boston and vicinity,	2	–	–	1	1	–	–	–	–	–
Brockton and vicinity,	15	1	–	3	1	3	3	3	1	–
Haverhill,	12	–	–	1	3	2	3	2	1	–
Lynn,	13	–	1	–	2	4	3	2	1	–
Other municipalities,	16	6	1	7	–	2	–	–	–	–
Folding Machine Operators.	**44**	**7**	**12**	**13**	**4**	**2**	**3**	**3**	–	–
Time-workers,	11	2	7	2	–	–	–	–	–	–
Piece-workers,	33	5	5	11	4	2	3	3	–	–
Boston and vicinity,	23	6	5	8	3	1	–	–	–	–
Other municipalities,	21	1	7	5	1	1	3	3	–	–
Full time,	*12*	*2*	*7*	*3*	–	–	–	–	–	–
Time-workers,	6	–	5	1	–	–	–	–	–	–
Piece-workers,	6	2	2	2	–	–	–	–	–	–
Boston and vicinity,	4	1	2	1	–	–	–	–	–	–
Other municipalities,	8	1	5	2	–	–	–	–	–	–

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Females — Continued.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Forewomen.	**67**	–	–	–	**4**	**9**	**16**	**22**	**15**	**1**
Time-workers,	66	–	–	–	3	9	16	22	15	1
Piece-workers,	1	–	–	–	1	–	–	–	–	–
Boston and vicinity,	22	–	–	–	1	–	8	8	5	–
Other municipalities,	45	–	–	–	3	9	8	14	10	1
Full time,	*64*	–	–	–	*4*	*7*	*16*	*21*	*15*	*1*
Time-workers,	63	–	–	–	3	7	16	21	15	1
Piece-workers,	1	–	–	–	1	–	–	–	–	–
Boston and vicinity,	21	–	–	–	1	–	8	7	5	–
Other municipalities,	43	–	–	–	3	7	8	14	10	1
Gluers.	**96**	**20**	**11**	**20**	**26**	**12**	**6**	**1**	–	–
Time-workers,	46	16	6	13	9	2	–	–	–	–
Piece-workers,	50	4	5	7	17	10	6	1	–	–
Boston and vicinity,	38	16	5	6	8	1	1	1	–	–
Other municipalities,	58	4	6	14	18	11	5	–	–	–
Full time,	*59*	*15*	*7*	*14*	*14*	*5*	*3*	*1*	–	–
Time-workers,	38	12	5	11	8	2	–	–	–	–
Piece-workers,	21	3	2	3	6	3	3	1	–	–
Boston and vicinity,	35	14	4	6	8	1	1	1	–	–
Other municipalities,	24	1	3	8	6	4	2	–	–	–
Helpers, General.	**153**	**118**	**14**	**9**	**4**	**5**	**2**	**1**	–	–
Time-workers,	122	100	8	6	2	5	1	–	–	–
Piece-workers,	31	18	6	3	2	–	1	1	–	–
Boston and vicinity,	59	56	1	–	1	1	–	–	–	–
Brockton and vicinity,	20	20	–	–	–	–	–	–	–	–
Other municipalities,	74	42	13	9	3	4	2	1	–	–
Full time,	*89*	*73*	*6*	*6*	*1*	*2*	*1*	–	–	–
Time-workers,	84	70	6	5	1	2	–	–	–	–
Piece-workers,	5	3	–	1	–	–	1	–	–	–
Boston and vicinity,	39	37	1	–	1	–	–	–	–	–
Brockton and vicinity,	5	5	–	–	–	–	–	–	–	–
Other municipalities,	45	31	5	6	–	2	1	–	–	–
Liners, Hand.	**33**	**1**	**1**	**3**	**2**	**2**	**2**	**11**	**5**	**6**
Time-workers,	4	1	1	1	–	1	–	–	–	–
Piece-workers,	29	–	–	2	2	1	2	11	5	6
All municipalities,	33	1	1	3	2	2	2	11	5	6
Full time,	*3*	*1*	–	*1*	–	*1*	–	–	–	–
Time-workers,	3	1	–	1	–	1	–	–	–	–
All municipalities,	3	1	–	1	–	1	–	–	–	–
Machine Operators, *n. s.*	**126**	**20**	**33**	**21**	**29**	**10**	**4**	**8**	–	**1**
Time-workers,	54	19	18	9	7	1	–	–	–	–
Piece-workers,	72	1	15	12	22	9	4	8	–	1
Boston and vicinity,	8	–	–	–	5	1	–	2	–	–
Brockton and vicinity,	19	–	–	1	7	3	4	4	–	–
Other municipalities,	99	20	33	20	17	6	–	2	–	1
Full time,	*77*	*18*	*23*	*14*	*12*	*2*	*2*	*5*	–	*1*
Time-workers,	46	18	13	7	7	1	–	–	–	–
Piece-workers,	31	–	10	7	5	1	2	5	–	1
Boston and vicinity,	5	–	–	–	4	–	–	1	–	–
Brockton and vicinity,	7	–	–	1	1	–	2	3	–	–
Other municipalities,	65	18	23	13	7	2	–	1	–	1

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Females — Continued.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Stayers.	**119**	**17**	**14**	**18**	**20**	**11**	**14**	**19**	**3**	**3**
Time-workers,	43	12	10	11	3	5	1	1	–	–
Piece-workers,	76	5	4	7	17	6	13	18	3	3
Boston and vicinity,	38	2	2	5	5	6	3	12	1	2
Other municipalities,	81	15	12	13	15	5	11	7	2	1
Full time,	*61*	*10*	*11*	*9*	*6*	*8*	*4*	*9*	*3*	*1*
Time-workers,	36	9	9	8	3	5	1	1	–	–
Piece-workers,	25	1	2	1	3	3	3	8	3	1
Boston and vicinity,	22	1	2	3	2	5	2	5	1	1
Other municipalities,	39	9	9	6	4	3	2	4	2	–
Toppers.	**126**	**14**	**15**	**22**	**20**	**30**	**12**	**8**	**4**	**1**
Time-workers,	19	7	3	5	1	3	–	–	–	–
Piece-workers,	107	7	12	17	19	27	12	8	4	1
Boston and vicinity,	27	–	3	7	3	8	1	4	1	–
Brockton and vicinity,	23	–	–	4	8	5	2	2	1	1
Haverhill,	7	–	–	1	2	1	1	2	–	–
Lynn,	24	5	6	3	1	3	4	–	2	–
Other municipalities,	45	9	6	7	6	13	4	–	–	–
Full time,	*62*	*8*	*7*	*10*	*9*	*12*	*7*	*6*	*2*	*1*
Time-workers,	11	3	–	4	1	3	–	–	–	–
Piece-workers,	51	5	7	6	8	9	7	6	2	1
Boston and vicinity,	17	–	1	5	2	6	–	3	–	–
Brockton and vicinity,	5	–	–	–	2	–	1	1	–	1
Haverhill,	6	–	–	–	2	1	1	2	–	–
Lynn,	15	4	4	1	1	1	2	–	2	–
Other municipalities,	19	4	2	4	2	4	3	–	–	–
Trimmers.	**14**	**3**	**1**	–	**2**	**3**	**3**	**1**	**1**	–
Time-workers,	7	2	–	–	–	1	3	1	–	–
Piece-workers,	7	1	1	–	2	2	–	–	1	–
Boston and vicinity,	2	2	–	–	–	–	–	–	–	–
Haverhill,	10	1	1	–	2	3	2	–	1	–
Other municipalities,	2	–	–	–	–	–	1	1	–	–
Full time,	*9*	*3*	–	–	*1*	*1*	*3*	–	*1*	–
Time-workers,	6	2	–	–	–	1	3	–	–	–
Piece-workers,	3	1	–	–	1	–	–	–	1	–
Boston and vicinity,	2	2	–	–	–	–	–	–	–	–
Haverhill,	6	1	–	–	1	1	2	–	1	–
Other municipalities,	1	–	–	–	–	–	1	–	–	–
Turners-in.	**61**	**39**	**21**	**1**	–	–	–	–	–	–
Time-workers,	45	29	16	–	–	–	–	–	–	–
Piece-workers,	16	10	5	1	–	–	–	–	–	–
Boston and vicinity,	5	5	–	–	–	–	–	–	–	–
Other municipalities,	56	34	21	1	–	–	–	–	–	–
Full time,	*31*	*22*	*8*	*1*	–	–	–	–	–	–
Time-workers,	26	20	6	–	–	–	–	–	–	–
Piece-workers,	5	2	2	1	–	–	–	–	–	–
Boston and vicinity,	4	4	–	–	–	–	–	–	–	–
Other municipalities,	27	18	8	1	–	–	–	–	–	–
Wrapping Machine Operators.	**129**	**2**	**9**	**18**	**15**	**31**	**15**	**35**	**3**	**1**
Time-workers,	19	1	6	7	–	4	1	–	–	–
Piece-workers,	110	1	3	11	15	27	14	35	3	1

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Concluded.

Females — Concluded.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Wrapping Machine Operators — Con.										
Boston and vicinity,	52	2	2	10	6	10	5	15	1	1
Other municipalities,	77	–	7	8	9	21	10	20	2	–
Full time,	*47*	*2*	*3*	*13*	*3*	*10*	*7*	*8*	*1*	–
Time-workers,	8	1	2	5	–	–	–	–	–	–
Piece-workers,	39	1	1	8	3	10	7	8	1	–
Boston and vicinity,	35	2	1	9	3	8	5	7	–	–
Other municipalities,	12	–	2	4	–	2	2	1	1	–
Other Occupations.	**188**	**37**	**18**	**14**	**28**	**24**	**24**	**32**	**7**	**4**
Time-workers,	93	32	5	4	13	9	11	17	1	1
Piece-workers,	95	5	13	10	15	15	13	15	6	3
Boston and vicinity,	47	29	3	2	5	2	5	1	–	–
Other municipalities,	141	8	15	12	23	22	19	31	7	4
Full time,	*95*	*32*	*5*	*7*	*11*	*12*	*7*	*15*	*4*	*2*
Time-workers,	68	29	3	3	9	7	4	12	–	1
Piece-workers,	27	3	2	4	2	5	3	3	4	1
Boston and vicinity,	40	26	3	2	3	2	3	1	–	–
Other municipalities,	55	6	2	5	8	10	4	14	4	2
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**199**	**21**	**41**	**39**	**27**	**28**	**15**	**27**	–	**1**
Cutters, Stock.	**15**	**1**	**3**	**2**	–	**1**	–	**9**	–	–
Time-workers,	15	1	3	1	–	1	–	9	–	–
Boston and vicinity,	4	1	2	1	–	–	–	–	–	–
Other municipalities,	11	–	1	–	–	1	–	9	–	–
Full time,	*14*	*1*	*2*	*1*	–	*1*	–	*9*	–	–
Time-workers,	14	1	2	1	–	1	–	9	–	–
Boston and vicinity,	4	1	2	1	–	–	–	–	–	–
Other municipalities,	10	–	–	–	–	1	–	9	–	–
Labelers.	**103**	**7**	**30**	**16**	**15**	**14**	**10**	**11**	–	–
Time-workers,	36	2	16	5	6	5	2	–	–	–
Piece-workers,	67	5	14	11	9	9	8	11	–	–
Boston and vicinity,	17	1	3	3	2	6	2	–	–	–
Haverhill,	14	–	2	1	2	2	2	5	–	–
Other municipalities,	72	6	25	12	11	6	6	6	–	–
Full time,	*64*	*6*	*18*	*13*	*9*	*7*	*5*	*6*	–	–
Time-workers,	28	2	11	5	4	4	2	–	–	–
Piece-workers,	36	4	7	8	5	3	3	6	–	–
Boston and vicinity,	8	1	1	2	1	2	1	–	–	–
Haverhill,	11	–	1	1	1	2	1	5	–	–
Other municipalities,	45	5	16	10	7	3	3	1	–	–
Other Occupations.	**81**	**13**	**8**	**22**	**12**	**13**	**5**	**7**	–	**1**
Time-workers,	73	11	4	22	11	12	5	7	–	1
Piece-workers,	8	2	4	–	1	1	–	–	–	–
Boston and vicinity,	19	8	–	3	2	4	2	–	–	–
Other municipalities,	62	5	8	19	10	9	3	7	–	1
Full time,	*44*	*7*	*3*	*18*	*5*	*4*	*4*	*2*	–	*1*
Time-workers,	44	7	3	18	5	4	4	2	–	1
Boston and vicinity,	13	3	–	3	2	3	2	–	–	–
Other municipalities,	31	4	3	15	3	1	2	2	–	1

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Envelope Making.

Males.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
ALL OCCUPATIONS.	**885**	**18**	**61**	**39**	**77**	**31**	**177**	**149**	**245**	**88**
PRODUCTIVE OCCUPATIONS.	**298**	–	**14**	**9**	**16**	**7**	**53**	**59**	**91**	**49**
Envelope Cutters.	**127**	–	–	**3**	**6**	**1**	**23**	**39**	**45**	**10**
Time-workers,	118	–	–	3	6	1	22	37	40	9
Piece-workers,	9	–	–	–	–	–	1	2	5	1
Worcester,	62	–	–	1	1	–	9	19	25	7
Springfield,	38	–	–	2	3	–	9	11	11	2
Other municipalities,	27	–	–	–	2	1	5	9	9	1
Full time,	*86*	–	–	*3*	*3*	*1*	*11*	*28*	*32*	*8*
Time-workers,	79	–	–	3	3	1	11	27	27	7
Piece-workers,	7	–	–	–	–	–	–	1	5	1
Worcester,	43	–	–	1	–	–	5	14	18	5
Springfield,	25	–	–	2	1	–	5	8	7	2
Other municipalities,	18	–	–	–	2	1	1	6	7	1
Foremen.	**20**	–	–	–	–	–	–	**1**	**10**	**9**
Time-workers,	20	–	–	–	–	–	–	1	10	9
All municipalities,	20	–	–	–	–	–	–	1	10	9
Full time,	*20*	–	–	–	–	–	–	*1*	*10*	*9*
Time-workers,	20	–	–	–	–	–	–	1	10	9
All municipalities,	20	–	–	–	–	–	–	1	10	9
Helpers, General.	**23**	–	**4**	**2**	**5**	**3**	**9**	–	–	–
Time-workers,	23	–	4	2	5	3	9	–	–	–
Springfield,	13	–	2	2	2	1	6	–	–	–
Other municipalities,	10	–	2	–	3	2	3	–	–	–
Full time,	*13*	–	*4*	*1*	*1*	*1*	*6*	–	–	–
Time-workers,	13	–	4	1	1	1	6	–	–	–
Springfield,	8	–	2	1	1	–	4	–	–	–
Other municipalities,	5	–	2	–	–	1	2	–	–	–
Machine Adjusters.	**72**	–	**1**	–	–	**2**	**12**	**11**	**21**	**25**
Time-workers,	72	–	1	–	–	2	12	11	21	25
Worcester,	37	–	–	–	–	–	9	4	13	11
Springfield,	21	–	1	–	–	1	1	4	4	10
Other municipalities,	14	–	–	–	–	1	2	3	4	4
Full time,	*48*	–	*1*	–	–	*1*	*5*	*8*	*12*	*21*
Time-workers,	48	–	1	–	–	1	5	8	12	21
Worcester,	21	–	–	–	–	–	4	2	7	8
Springfield,	19	–	1	–	–	1	1	4	3	9
Other municipalities,	8	–	–	–	–	–	–	2	2	4
Other Occupations.	**56**	–	**9**	**4**	**5**	**1**	**9**	**8**	**15**	**5**
Time-workers,	56	–	9	4	5	1	9	8	15	5
Worcester,	17	–	5	3	1	–	2	1	3	2
Springfield,	13	–	3	–	–	1	2	3	3	1
Other municipalities,	26	–	1	1	4	–	5	4	9	2
Full time,	*36*	–	*6*	*4*	*4*	*1*	*4*	*5*	*9*	*3*
Time-workers,	36	–	6	4	4	1	4	5	9	3
Worcester,	11	–	5	3	1	–	1	–	1	–
Springfield,	10	–	1	–	–	1	1	3	3	1
Other municipalities,	15	–	–	1	3	–	2	2	5	2

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Envelope Making — Continued.

Males — Continued.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**407**	**18**	**47**	**22**	**56**	**21**	**92**	**61**	**63**	**27**
Packers.	**82**	**1**	**3**	**2**	**10**	**3**	**30**	**25**	**8**	**–**
Time-workers,	82	1	3	2	10	3	30	25	8	–
Worcester,	35	1	1	1	2	–	12	15	3	–
Springfield,	34	–	2	1	8	2	9	7	5	–
Other municipalities,	13	–	–	–	–	1	9	3	–	–
Full time,	*33*	*1*	*1*	*1*	*5*	*2*	*9*	*8*	*6*	–
Time-workers,	33	1	1	1	5	2	9	8	6	–
Worcester,	8	1	–	–	–	–	4	2	1	–
Springfield,	20	–	1	1	5	1	3	4	5	–
Other municipalities,	5	–	–	–	–	1	2	2	–	–
Printers.	**165**	**11**	**28**	**10**	**15**	**5**	**13**	**21**	**43**	**19**
Time-workers,	158	11	27	10	15	5	13	21	42	14
Piece-workers,	7	–	1	–	–	–	–	–	1	5
Worcester,	43	1	5	2	3	1	4	7	16	4
Springfield,	51	2	9	5	7	2	3	6	9	8
Other municipalities,	71	8	14	3	5	2	6	8	18	7
Full time,	*86*	*9*	*15*	*4*	*8*	*2*	*4*	*11*	*18*	*15*
Time-workers,	81	9	14	4	8	2	4	11	17	12
Piece-workers,	5	–	1	–	–	–	–	–	1	3
Worcester,	23	–	2	1	–	–	1	5	10	4
Springfield,	36	1	6	3	7	2	2	3	5	7
Other municipalities,	27	8	7	–	1	–	1	3	3	4
Shippers.	**35**	**–**	**1**	**–**	**4**	**1**	**22**	**2**	**3**	**2**
Time-workers,	35	–	1	–	4	1	22	2	3	2
All municipalities,	35	–	1	–	4	1	22	2	3	2
Full time,	*33*	–	*1*	–	*4*	*1*	*22*	*1*	*2*	*2*
Time-workers,	33	–	1	–	4	1	22	1	2	2
All municipalities,	33	–	1	–	4	1	22	1	2	2
Stock Clerks.	**31**	**–**	**2**	**4**	**8**	**1**	**5**	**7**	**3**	**1**
Time-workers,	31	–	2	4	8	1	5	7	3	1
All municipalities,	31	–	2	4	8	1	5	7	3	1
Full time,	*12*	–	*1*	–	*2*	–	*1*	*5*	*2*	*1*
Time-workers,	12	–	1	–	2	–	1	5	2	1
All municipalities,	12	–	1	–	2	–	1	5	2	1
Other Occupations.	**94**	**6**	**13**	**6**	**19**	**11**	**22**	**6**	**6**	**5**
Time-workers,	92	6	13	6	19	11	22	5	5	5
Piece-workers,	2	–	–	–	–	–	–	1	1	–
Worcester,	18	2	2	–	–	2	5	1	4	2
Springfield,	24	3	5	1	4	2	4	4	–	1
Other municipalities,	52	1	6	5	15	7	13	1	2	2
Full time,	*45*	*4*	*9*	*1*	*6*	*6*	*7*	*5*	*3*	*4*
Time-workers,	45	4	9	1	6	6	7	5	3	4
Worcester,	9	2	1	–	–	1	2	–	2	1
Springfield,	18	1	4	–	4	1	3	4	–	1
Other municipalities,	18	1	4	1	2	4	2	1	1	2

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Envelope Making — Continued.

Males — Concluded.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
POWER, MECHANICAL, AND YARD FORCE.	**180**	–	–	**8**	**5**	**3**	**32**	**29**	**91**	**12**
Engineers.	**10**	–	–	–	–	–	–	–	**9**	**1**
Time-workers,	10	–		–	–	–	–	–	9	1
All municipalities,	10	–	–	–	–	–	–	–	9	1
Full time,	*9*	–	–	–	–	–	–	–	*9*	–
Time-workers,	9	–	–	–	–	–	–	–	9	–
All municipalities,	9	–	–	–	–	–	–	–	9	–
Machinists.	**109**	–	–	–	–	–	**7**	**22**	**70**	**10**
Time-workers,	109	–	–	–	–	–	7	22	70	10
Worcester,	71	–	–	–	–	–	5	14	47	5
Springfield,	19	–	–	–	–	–	1	4	13	1
Other municipalities,	19	–	–	–	–	–	1	4	10	4
Full time,	*64*	–	–	–	–	–	*1*	*15*	*40*	*8*
Time-workers,	64	–	–	–	–	–	1	15	40	8
Worcester,	35	–	–	–	–	–	1	10	21	3
Springfield,	18	–	–	–	–	–	–	4	13	1
Other municipalities,	11	–	–	–	–	–	–	1	6	4
Other Occupations.	**61**	–	–	**8**	**5**	**3**	**25**	**7**	**12**	**1**
Time-workers,	61	–	–	8	5	3	25	7	12	1
Worcester,	26	–	–	5	3	1	9	3	5	–
Other municipalities,	35	–	–	3	2	2	16	4	7	1
Full time,	*26*	–	–	*5*	*2*	*3*	*11*	*2*	*2*	*1*
Time-workers,	26	–	–	5	2	3	11	2	2	1
Worcester,	10	–	–	3	2	1	3	1	–	–
Other municipalities,	16	–	–	2	–	2	8	1	2	1

Females.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
ALL OCCUPATIONS.	**1,112**	**89**	**189**	**218**	**199**	**221**	**88**	**83**	**17**	**8**
PRODUCTIVE OCCUPATIONS.	**899**	**77**	**148**	**167**	**165**	**179**	**70**	**68**	**17**	**8**
Boxers.	**174**	**14**	**57**	**34**	**34**	**20**	**6**	**9**	–	–
Time-workers,	109	10	46	26	17	7	2	1	–	–
Piece-workers,	65	4	11	8	17	13	4	8	–	–
Springfield,	97	8	38	20	20	9	1	1	–	–
Other municipalities,	77	6	19	14	14	11	5	8	–	–

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Envelope Making — Continued.

Females — Continued.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Boxers — Con.										
Full time,	*114*	*10*	*40*	*22*	*26*	*11*	*3*	*2*	–	–
Time-workers,	87	8	34	20	16	6	2	1	–	–
Piece-workers,	27	2	6	2	10	5	1	1	–	–
Springfield,	74	6	28	15	18	6	1	–	–	–
Other municipalities,	40	4	12	7	8	5	2	2	–	–
Clasp Attachers.	**13**	–	**7**	**5**	**1**	–	–	–	–	–
Time-workers,	10	–	6	3	1	–	–	–	–	–
Piece-workers,	3	–	1	2	–	–	–	–	–	–
Worcester,	13	–	7	5	1	–	–	–	–	–
Full time,	*13*	–	*7*	*5*	*1*	–	–	–	–	–
Time-workers,	10	–	6	3	1	–	–	–	–	–
Piece-workers,	3	–	1	2	–	–	–	–	–	–
Worcester,	13	–	7	5	1	–	–	–	–	–
Counters.	**24**	–	**2**	**7**	**5**	**8**	–	**2**	–	–
Time-workers,	21	–	2	6	5	6	–	2	–	–
Piece-workers,	3	–	–	1	–	2	–	–	–	–
Springfield,	9	–	1	1	2	5	–	–	–	–
Other municipalities,	15	–	1	6	3	3	–	2	–	–
Full time,	*17*	–	*2*	*4*	*3*	*6*	–	*2*	–	–
Time-workers,	16	–	2	4	3	5	–	2	–	–
Piece-workers,	1	–	–	–	–	1	–	–	–	–
Springfield,	8	–	1	1	1	5	–	–	–	–
Other municipalities,	9	–	1	3	2	1	–	2	–	–
Edge Tinters.	**39**	**1**	**2**	**4**	**4**	**3**	**3**	**6**	**11**	**5**
Time-workers,	4	–	–	1	3	–	–	–	–	–
Piece-workers,	35	1	2	3	1	3	3	6	11	5
All municipalities,	39	1	2	4	4	3	3	6	11	5
Full time,	*5*	–	–	*1*	*2*	*1*	*1*	–	–	–
Time-workers,	2	–	–	–	2	–	–	–	–	–
Piece-workers,	3	–	–	1	–	1	1	–	–	–
All municipalities,	5	–	–	1	2	1	1	–	–	–
Envelope Machine Operators.	**345**	**8**	**29**	**72**	**80**	**97**	**43**	**15**	**1**	–
Time-workers,	88	1	7	24	16	32	5	3	–	–
Piece-workers,	257	7	22	48	64	65	38	12	1	–
Worcester,	57	5	12	18	14	8	–	–	–	–
Springfield,	172	3	10	29	52	47	26	5	–	–
Other municipalities,	116	–	7	25	14	42	17	10	1	–
Full time,	*148*	*4*	*19*	*31*	*41*	*38*	*8*	*6*	*1*	–
Time-workers,	72	1	6	18	15	24	5	3	–	–
Piece-workers,	76	3	13	13	26	14	3	3	1	–
Worcester,	44	3	9	11	13	8	–	–	–	–
Springfield,	58	1	4	7	25	14	4	3	–	–
Other municipalities,	46	–	6	13	3	16	4	3	1	–
Folders, Hand.	**158**	**43**	**28**	**21**	**22**	**24**	**8**	**12**	–	–
Time-workers,	69	23	15	6	9	8	4	4	–	–
Piece-workers,	89	20	13	15	13	16	4	8	–	–
Worcester,	51	14	10	7	9	6	2	3	–	–
Springfield,	34	7	4	5	6	8	2	2	–	–
Other municipalities,	73	22	14	9	7	10	4	7	–	–

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Envelope Making — Continued.

Females — Continued.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Folders, Hand — Con.										
Full time,	*117*	*30*	*23*	*16*	*17*	*16*	*7*	*8*	–	–
Time-workers,	65	22	15	5	8	7	4	4	–	–
Piece-workers,	52	8	8	11	9	9	3	4	–	–
Worcester,	41	8	8	6	8	6	2	3	–	–
Springfield,	11	–	1	1	3	4	1	1	–	–
Other municipalities,	65	22	14	9	6	6	4	4	–	–
Sealers, Hand.	**36**	**1**	**8**	**4**	**6**	**11**	**2**	**4**	–	–
Time-workers,	27	1	8	4	4	10	–	–	–	–
Piece-workers,	9	–	–	–	2	1	2	4	–	–
Springfield,	16	1	7	2	1	4	1	–	–	–
Other municipalities,	20	–	1	2	5	7	1	4	–	–
Full time,	*24*	*1*	*6*	*4*	*3*	*8*	*1*	*1*	–	–
Time-workers,	20	1	6	4	2	7	–	–	–	–
Piece-workers,	4	–	–	–	1	1	1	1	–	–
Springfield,	13	1	6	2	1	3	–	–	–	–
Other municipalities,	11	–	–	2	2	5	1	1	–	–
Other Occupations.	**110**	**10**	**15**	**20**	**13**	**16**	**8**	**20**	**5**	**3**
Time-workers,	106	10	15	18	13	15	8	20	5	2
Piece-workers,	4	–	–	2	–	1	–	–	–	1
Worcester,	17	1	1	8	1	1	2	2	–	1
Springfield,	34	6	5	7	3	6	2	4	–	1
Other municipalities,	59	3	9	5	9	9	4	14	5	1
Full time,	*75*	*8*	*8*	*17*	*6*	*9*	*7*	*13*	*4*	*3*
Time-workers,	72	8	8	15	6	9	7	13	4	2
Piece-workers,	3	–	–	2	–	–	–	–	–	1
Worcester,	14	1	–	7	1	–	2	2	–	1
Springfield,	28	5	3	6	2	5	2	4	–	1
Other municipalities,	33	2	5	4	3	4	3	7	4	1
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**213**	**12**	**41**	**51**	**34**	**42**	**18**	**15**	–	–
Die Stamp Machine Operators.	**22**	**6**	**9**	**4**	**3**	–	–	–	–	–
Time-workers,	22	6	9	4	3	–	–	–	–	–
Worcester,	22	6	9	4	3	–	–	–	–	–
Full time,	*11*	*4*	*3*	*2*	*2*	–	–	–	–	–
Time-workers,	11	4	3	2	2	–	–	–	–	–
Worcester,	11	4	3	2	2	–	–	–	–	–
Packers.	**22**	–	**2**	**11**	**6**	**1**	–	**2**	–	–
Time-workers,	21	–	2	11	6	1	–	1	–	–
Piece-workers,	1	–	–	–	–	–	–	1	–	–
Springfield,	19	–	1	10	6	1	–	1	–	–
Other municipalities,	3	–	1	1	–	–	–	1	–	–
Full time,	*20*	–	*2*	*10*	*6*	*1*	–	*1*	–	–
Time-workers,	20	–	2	10	6	1	–	1	–	–
Springfield,	19	–	1	10	6	1	–	1	–	–
Other municipalities,	1	–	1	–	–	–	–	–	–	–

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Envelope Making — Concluded.

Females — Concluded.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Printers.	**114**	**3**	**18**	**22**	**15**	**34**	**16**	**6**	–	–
Time-workers,	59	1	17	12	9	15	4	1	–	–
Piece-workers,	55	2	1	10	6	19	12	5	–	–
Worcester,	26	1	1	13	1	4	3	3	–	–
Springfield,	29	–	11	3	6	6	2	1	–	–
Other municipalities,	59	2	6	6	8	24	11	2	–	–
Full time,	*66*	–	*13*	*16*	*8*	*19*	*5*	*5*	–	–
Time-workers,	38	–	13	6	6	10	2	1	–	–
Piece-workers,	28	–	–	10	2	9	3	4	–	–
Worcester,	15	–	–	9	–	2	1	3	–	–
Springfield,	18	–	8	2	5	2	–	1	–	–
Other municipalities,	33	–	5	5	3	15	4	1	–	–
Other Occupations.	**55**	**3**	**12**	**14**	**10**	**7**	**2**	**7**	–	–
Time-workers,	47	3	11	10	9	6	2	6	–	–
Piece-workers,	8	–	1	4	1	1	–	1	–	–
Worcester,	11	–	–	5	2	1	1	2	–	–
Springfield,	16	2	6	2	2	2	1	1	–	–
Other municipalities,	28	1	6	7	6	4	–	4	–	–
Full time,	*37*	*3*	*9*	*9*	*5*	*4*	*1*	*6*	–	–
Time-workers,	33	3	9	8	4	3	1	5	–	–
Piece-workers,	4	–	–	1	1	1	–	1	–	–
Worcester,	8	–	–	4	2	–	–	2	–	–
Springfield,	14	2	5	1	2	2	1	1	–	–
Other municipalities,	15	1	4	4	1	2	–	3	–	–

Other Paper Products.[1]

Males.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
ALL OCCUPATIONS.	**2,217**	**72**	**193**	**162**	**280**	**160**	**468**	**384**	**360**	**138**
PRODUCTIVE OCCUPATIONS.	**1,314**	**44**	**147**	**113**	**195**	**107**	**280**	**203**	**156**	**69**
Calendermen.	**53**	–	**3**	**7**	**15**	**3**	**19**	**3**	**3**	–
Time-workers,	52	–	3	7	15	3	19	2	3	–
Piece-workers,	1	–	–	–	–	–	–	1	–	–
Holyoke,	18	–	–	–	9	–	8	–	1	–
Springfield,	14	–	1	–	1	3	6	1	2	–
Other municipalities,	21	–	2	7	5	–	5	2	–	–
Full time,	*18*	–	*1*	*2*	*3*	*3*	*5*	*2*	*2*	–
Time-workers,	18	–	1	2	3	3	5	2	2	–
Springfield,	13	–	1	–	1	3	5	1	2	–
Other municipalities,	5	–	–	2	2	–	–	1	–	–

[1] Data for eight male employees, whose hourly earnings could not be computed on account of incomplete information, were not included in this tabulation.

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Males — Continued.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Coaters.	**130**	–	**12**	**28**	**40**	**7**	**21**	**12**	**8**	**2**
Time-workers,	130	–	12	28	40	7	21	12	8	2
Springfield,	29	–	11	5	7	–	1	2	3	–
Other municipalities,	101	–	1	23	33	7	20	10	5	2
Full time,	*73*	–	*9*	*13*	*22*	*5*	*7*	*8*	*7*	*2*
Time-workers,	73	–	9	13	22	5	7	8	7	2
Springfield,	26	–	8	5	7	–	1	2	3	–
Other municipalities,	47	–	1	8	15	5	6	6	4	2
Coated Paper Mill Employees, *n. e. s.*	**85**	**1**	**11**	**9**	**8**	**17**	**27**	**7**	**5**	–
Time-workers,	84	1	11	9	8	17	27	6	5	–
Piece-workers,	1	–	–	–	–	–	–	1	–	–
Holyoke,	10	–	–	1	–	–	7	2	–	–
Springfield,	19	–	7	2	2	1	2	2	3	–
Other municipalities,	56	1	4	6	6	16	18	3	2	–
Full time,	*31*	*1*	*2*	–	*2*	*7*	*12*	*4*	*3*	–
Time-workers,	30	1	2	–	2	7	12	3	3	–
Piece-workers,	1	–	–	–	–	–	–	1	–	–
Holyoke,	1	–	–	–	–	–	–	1	–	–
Springfield,	8	–	2	–	2	–	1	2	1	–
Other municipalities,	22	1	–	–	–	7	11	1	2	–
Color Mixers.	**52**	–	**4**	**3**	**14**	**1**	**15**	**4**	**4**	**7**
Time-workers,	52	–	4	3	14	1	15	4	4	7
Boston and vicinity,	7	–	–	–	1	1	1	1	–	3
Holyoke,	16	–	–	1	9	–	5	–	1	–
Springfield,	12	–	–	2	2	–	5	–	1	2
Other municipalities,	17	–	4	–	2	–	4	3	2	2
Full time,	*18*	–	–	*1*	*1*	–	*8*	*1*	*2*	*5*
Time-workers,	18	–	–	1	1	–	8	1	2	5
Boston and vicinity,	4	–	–	–	–	–	1	–	–	3
Springfield,	10	–	–	1	1	–	5	–	1	2
Other municipalities,	4	–	–	–	–	–	2	1	1	–
Cutters.	**159**	**2**	**13**	**9**	**11**	**10**	**43**	**34**	**35**	**2**
Time-workers,	134	2	9	6	9	9	33	30	34	2
Piece-workers,	25	–	4	3	2	1	10	4	1	–
Boston and vicinity,	29	–	–	1	–	–	3	9	16	–
Holyoke,	29	2	2	3	3	2	9	4	4	–
Other municipalities,	101	–	11	5	8	8	31	21	15	2
Full time,	*84*	*1*	*12*	*3*	*6*	*4*	*24*	*18*	*16*	–
Time-workers,	71	1	8	2	4	4	19	17	16	–
Piece-workers,	13	–	4	1	2	–	5	1	–	–
Boston and vicinity,	23	–	–	1	–	–	3	8	11	–
Holyoke,	19	1	2	1	2	2	6	2	3	–
Other municipalities,	42	–	10	1	4	2	15	8	2	–
Foremen.	**65**	–	–	–	–	**1**	**6**	**8**	**19**	**31**
Time-workers,	65	–	–	–	–	1	6	8	19	31
Boston and vicinity,	15	–	–	–	–	–	1	1	5	8
Other municipalities,	50	–	–	–	–	1	5	7	14	23
Full time,	*50*	–	–	–	–	–	*5*	*6*	*11*	*28*
Time-workers,	50	–	–	–	–	–	5	6	11	28
Boston and vicinity,	14	–	–	–	–	–	1	1	4	8
Other municipalities,	36	–	–	–	–	–	4	5	7	20

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Males — Continued.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Helpers.	**60**	**15**	**15**	**2**	**9**	**6**	**10**	**3**	–	–
Time-workers,	60	15	15	2	9	6	10	3	–	–
Boston and vicinity,	20	9	3	1	4	3	–	–	–	–
Holyoke,	11	–	6	–	3	–	2	–	–	–
Other municipalities,	29	6	6	1	2	3	8	3	–	–
Full time,	*30*	*8*	*7*	*1*	*8*	*3*	*3*	–	–	–
Time-workers,	30	8	7	1	8	3	3	–	–	–
Boston and vicinity,	14	7	1	–	3	3	–	–	–	–
Holyoke,	5	–	1	–	3	–	1	–	–	–
Other municipalities,	11	1	5	1	2	–	2	–	–	–
Machine Operators and Tenders.	**228**	**1**	**17**	**19**	**37**	**21**	**56**	**55**	**21**	**1**
Time-workers,	211	1	17	17	36	20	49	50	20	1
Piece-workers,	17	–	–	2	1	1	7	5	1	–
Boston and vicinity,	21	1	10	1	1	–	3	5	–	–
Holyoke,	12	–	–	2	6	–	1	–	3	–
Springfield,	20	–	–	1	5	4	8	1	1	–
Other municipalities,	175	–	7	15	25	17	44	49	17	1
Full time,	*111*	*1*	*14*	*5*	*20*	*15*	*26*	*22*	*8*	–
Time-workers,	108	1	14	5	20	15	26	19	8	–
Piece-workers,	3	–	–	–	–	–	–	3	–	–
Boston and vicinity,	18	1	8	1	–	–	3	5	–	–
Holyoke,	1	–	–	–	1	–	–	–	–	–
Springfield,	16	–	–	–	4	4	6	1	1	–
Other municipalities,	76	–	6	4	15	11	17	16	7	–
Pressmen.	**160**	**8**	**6**	**5**	**15**	**11**	**29**	**45**	**29**	**12**
Time-workers,	145	7	4	4	14	10	23	42	29	12
Piece-workers,	15	1	2	1	1	1	6	3	–	–
Boston and vicinity,	61	–	3	1	6	9	10	21	9	2
Springfield,	14	–	1	2	3	–	2	2	2	2
Other municipalities,	85	8	2	2	6	2	17	22	18	8
Full time,	*52*	*5*	*1*	–	*6*	*4*	*7*	*15*	*11*	*3*
Time-workers,	52	5	1	–	6	4	7	15	11	3
Boston and vicinity,	24	–	–	–	4	4	3	8	3	2
Springfield,	7	–	1	–	1	–	1	2	2	–
Other municipalities,	21	5	–	–	1	–	3	5	6	1
Printers, Wall Paper.	**43**	**1**	**23**	**1**	**1**	–	–	**3**	**4**	**10**
Time-workers,	43	1	23	1	1	–	–	3	4	10
Boston and vicinity,	10	–	1	–	1	–	–	1	2	5
Other municipalities,	33	1	22	1	–	–	–	2	2	5
Full time,	*10*	–	*1*	–	*1*	–	–	*1*	*2*	*5*
Time-workers,	10	–	1	–	1	–	–	1	2	5
Boston and vicinity,	10	–	1	–	1	–	–	1	2	5
Reelers.	**70**	–	**6**	**16**	**24**	**9**	**10**	**5**	–	–
Time-workers,	69	–	6	16	24	9	10	4	–	–
Piece-workers,	1	–	–	–	–	–	–	1	–	–
Boston and vicinity,	6	–	–	–	4	–	1	1	–	–
Springfield,	38	–	4	12	15	6	–	1	–	–
Other municipalities,	26	–	2	4	5	3	9	3	–	–
Full time,	*49*	–	*3*	*8*	*21*	*6*	*9*	*2*	–	–
Time-workers,	49	–	3	8	21	6	9	2	–	–
Boston and vicinity,	6	–	–	–	4	–	1	1	–	–
Springfield,	32	–	3	8	15	5	–	1	–	–
Other municipalities,	11	–	–	–	2	1	8	–	–	–

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Males — Continued.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Rulers.	**42**	–	–	**4**	**1**	**2**	**11**	**5**	**17**	**2**
Time-workers,	38	–	–	4	1	2	11	5	14	1
Piece-workers,	4	–	–	–	–	–	–	–	3	1
Boston and vicinity,	13	–	–	–	–	1	3	3	5	1
Holyoke,	23	–	–	4	1	1	4	2	10	1
Other municipalities,	6	–	–	–	–	–	4	–	2	–
Full time,	*21*	–	–	*1*	–	–	*8*	*1*	*9*	*2*
Time-workers,	20	–	–	1	–	–	8	1	9	1
Piece-workers,	1	–	–	–	–	–	–	–	–	1
Boston and vicinity,	5	–	–	–	–	–	2	–	2	1
Holyoke,	10	–	–	1	–	–	2	1	5	1
Other municipalities,	6	–	–	–	–	–	4	–	2	–
Other Occupations.	**167**	**16**	**37**	**10**	**20**	**19**	**33**	**19**	**11**	**2**
Time-workers,	151	14	35	10	17	19	30	17	8	1
Piece-workers,	16	2	2	–	3	–	3	2	3	1
Boston and vicinity,	12	2	5	1	–	–	2	–	1	1
Holyoke,	37	3	8	3	2	2	9	8	1	1
Other municipalities,	118	11	24	6	18	17	22	11	9	–
Full time,	*107*	*10*	*28*	*6*	*13*	*14*	*20*	*14*	*2*	–
Time-workers,	100	9	27	6	12	14	17	13	2	–
Piece-workers,	7	1	1	–	1	–	3	1	–	–
Boston and vicinity,	7	2	4	–	–	–	1	–	–	–
Holyoke,	25	2	8	2	1	–	5	7	–	–
Other municipalities,	75	6	16	4	12	14	14	7	2	–
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**728**	**28**	**45**	**41**	**68**	**50**	**163**	**133**	**154**	**46**
Packers and Shippers.	**127**	**1**	**6**	**7**	**14**	**15**	**41**	**27**	**15**	**1**
Time-workers,	121	1	6	7	13	14	38	27	14	1
Piece-workers,	6	–	–	–	1	1	3	–	1	–
Boston and vicinity,	9	–	–	–	–	1	5	1	1	1
Holyoke,	18	–	1	1	2	1	6	4	3	–
Springfield,	32	1	1	3	2	5	13	2	5	–
Other municipalities,	68	–	4	3	10	8	17	20	6	–
Full time,	*66*	–	*1*	*4*	*9*	*10*	*23*	*9*	*9*	*1*
Time-workers,	61	–	1	4	8	9	21	9	8	1
Piece-workers,	5	–	–	–	1	1	2	–	1	–
Boston and vicinity,	7	–	–	–	–	–	4	1	1	1
Holyoke,	10	–	–	–	1	1	4	1	3	–
Springfield,	20	–	–	2	2	3	8	2	3	–
Other municipalities,	29	–	1	2	6	6	7	5	2	–
Printers.	**186**	**1**	**4**	**8**	**6**	**12**	**18**	**43**	**85**	**9**
Time-workers,	177	1	4	7	6	12	17	42	79	9
Piece-workers,	9	–	–	1	–	–	1	1	6	–
Boston and vicinity,	27	–	–	–	–	1	2	6	16	2
Holyoke,	12	1	1	–	–	–	2	1	6	1
Other municipalities,	147	–	3	8	6	11	14	36	63	6
Full time,	*79*	*1*	*2*	*5*	–	*3*	*5*	*14*	*45*	*4*
Time-workers,	78	1	2	5	–	3	5	14	44	4
Piece-workers,	1	–	–	–	–	–	–	–	1	–
Boston and vicinity,	18	–	–	–	–	1	1	3	12	1
Holyoke,	6	1	–	–	–	–	1	–	4	–
Other municipalities,	55	–	2	5	–	2	3	11	29	3

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Males — Concluded.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 and under 40 cents	40 cents and over
Truckers.	**53**	–	**1**	**7**	**11**	**4**	**21**	**8**	**1**	–
Time-workers,	53	–	1	7	11	4	21	8	1	–
Holyoke,	14	–	–	1	3	4	3	3	–	–
Other municipalities,	39	–	1	6	8	–	18	5	1	–
Full time,	*17*	–	–	*3*	*3*	*1*	*9*	*1*	–	–
Time-workers,	17	–	–	3	3	1	9	1	–	–
Holyoke,	3	–	–	–	–	1	2	–	–	–
Other municipalities,	14	–	–	3	3	–	7	1	–	–
Other Occupations.	**362**	**26**	**34**	**19**	**37**	**19**	**83**	**55**	**53**	**36**
Time-workers,	351	26	34	19	35	17	80	54	51	35
Piece-workers,	11	–	–	–	2	2	3	1	2	1
Boston and vicinity,	56	14	5	2	4	2	12	7	6	4
Holyoke,	33	3	8	1	6	3	7	–	5	–
Other municipalities,	273	9	21	16	27	14	64	48	42	32
Full time,	*199*	*18*	*23*	*9*	*16*	*10*	*45*	*24*	*33*	*21*
Time-workers,	195	18	23	9	15	9	43	24	33	21
Piece-workers,	4	–	–	–	1	1	2	–	–	–
Boston and vicinity,	43	8	4	1	3	1	11	7	4	4
Holyoke,	22	3	6	–	1	2	5	–	5	–
Other municipalities,	134	7	13	8	12	7	29	17	24	17
POWER, MECHANICAL, AND YARD FORCE.	**175**	–	**1**	**8**	**17**	**3**	**25**	**48**	**50**	**23**
Engineers.	**17**	–	–	–	**1**	–	**1**	**1**	**13**	**1**
Time-workers,	17	–	–	–	1	–	1	1	13	1
Boston and vicinity,	1	–	–	–	–	–	–	–	1	–
Other municipalities,	16	–	–	–	1	–	1	1	12	1
Full time,	*9*	–	–	–	–	–	*1*	–	*7*	*1*
Time-workers,	9	–	–	–	–	–	1	–	7	1
Boston and vicinity,	1	–	–	–	–	–	–	–	1	–
Other municipalities,	8	–	–	–	–	–	1	–	6	1
Machinists.	**59**	–	–	–	–	–	**3**	**20**	**18**	**18**
Time-workers,	59	–	–	–	–	–	3	20	18	18
Boston and vicinity,	4	–	–	–	–	–	–	–	2	2
Other municipalities,	55	–	–	–	–	–	3	20	16	16
Full time,	*30*	–	–	–	–	–	*1*	*8*	*11*	*10*
Time-workers,	30	–	–	–	–	–	1	8	11	10
Boston and vicinity,	4	–	–	–	–	–	–	–	2	2
Other municipalities,	26	–	–	–	–	–	1	8	9	8
Other Occupations.	**99**	–	**1**	**8**	**16**	**3**	**21**	**27**	**19**	**4**
Time-workers,	99	–	1	8	16	3	21	27	19	4
Boston and vicinity,	2	–	–	–	–	–	1	–	1	–
Holyoke,	17	–	–	3	5	3	–	5	1	–
Other municipalities,	80	–	1	5	11	–	20	22	17	4
Full time,	*49*	–	*1*	*6*	*11*	*1*	*9*	*11*	*10*	–
Time-workers,	49	–	1	6	11	1	9	11	10	–
Boston and vicinity,	1	–	–	–	–	–	–	–	1	–
Holyoke,	8	–	–	1	4	1	–	2	–	–
Other municipalities,	40	–	1	5	7	–	9	9	9	–

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Females.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
ALL OCCUPATIONS.	**1,522**	**261**	**363**	**313**	**181**	**190**	**95**	**96**	**13**	**10**
PRODUCTIVE OCCUPATIONS.	**1,328**	**226**	**305**	**288**	**160**	**178**	**81**	**78**	**10**	**2**
Binders.	**52**	**2**	**14**	**11**	**4**	**5**	**5**	**11**	–	–
Time-workers,	25	1	10	8	3	1	1	1	–	–
Piece-workers,	27	1	4	3	1	4	4	10	–	–
Boston and vicinity,	8	1	1	2	3	–	1	–	–	–
Holyoke,	37	–	11	7	1	5	3	10	–	–
Other municipalities,	7	1	2	2	–	–	1	1	–	–
Full time,	*28*	–	*5*	*10*	*2*	*2*	*2*	*7*	–	–
Time-workers,	13	–	3	8	1	1	–	–	–	–
Piece-workers,	15	–	2	2	1	1	2	7	–	–
Boston and vicinity,	3	–	–	2	1	–	–	–	–	–
Holyoke,	23	–	4	7	1	2	2	7	–	–
Other municipalities,	2	–	1	1	–	–	–	–	–	–
Cone and Tube Makers.	**85**	**2**	**13**	**37**	**30**	**3**	–	–	–	–
Time-workers,	23	2	13	7	–	1	–	–	–	–
Piece-workers,	62	–	–	30	30	2	–	–	–	–
Boston and vicinity,	24	2	–	22	–	–	–	–	–	–
Other municipalities,	61	–	13	15	30	3	–	–	–	–
Full time,	*71*	*2*	*12*	*32*	*24*	*1*	–	–	–	–
Time-workers,	22	2	12	7	–	1	–	–	–	–
Piece-workers,	49	–	–	25	24	–	–	–	–	–
Boston and vicinity,	24	2	–	22	–	–	–	–	–	–
Other municipalities,	47	–	12	10	24	1	–	–	–	–
Cutters.	**129**	–	**16**	**15**	**16**	**37**	**22**	**21**	**2**	–
Time-workers,	34	–	14	9	4	6	1	–	–	–
Piece-workers,	95	–	2	6	12	31	21	21	2	–
Boston and vicinity,	14	–	2	7	2	3	–	–	–	–
Other municipalities,	115	–	14	8	14	34	22	21	2	–
Full time,	*49*	–	*12*	*8*	*8*	*21*	–	–	–	–
Time-workers,	24	–	11	7	2	4	–	–	–	–
Piece-workers,	25	–	1	1	6	17	–	–	–	–
Boston and vicinity,	7	–	1	4	1	1	–	–	–	–
Other municipalities,	42	–	11	4	7	20	–	–	–	–
Forewomen.	**21**	–	**1**	**1**	**3**	**4**	**2**	**8**	**1**	**1**
Time-workers,	21	–	1	1	3	4	2	8	1	1
Boston and vicinity,	7	–	–	1	2	1	1	2	–	–
Other municipalities,	14	–	1	–	1	3	1	6	1	1
Full time,	*17*	–	*1*	*1*	*3*	*4*	*1*	*5*	*1*	*1*
Time-workers,	17	–	1	1	3	4	1	5	1	1
Boston and vicinity,	7	–	–	1	2	1	1	2	–	–
Other municipalities,	10	–	1	–	1	3	–	3	1	1
Inspectors.	**138**	**55**	**36**	**18**	**13**	**7**	**4**	**5**	–	–
Time-workers,	130	55	36	18	11	5	1	4	–	–
Piece-workers,	8	–	–	–	2	2	3	1	–	–
Boston and vicinity,	77	52	17	4	2	–	1	1	–	–
Other municipalities,	61	3	19	14	11	7	3	4	–	–
Full time,	*59*	*15*	*20*	*10*	*7*	*4*	–	*3*	–	–
Time-workers,	59	15	20	10	7	4	–	3	–	–
Boston and vicinity,	24	13	8	1	1	–	–	1	–	–
Other municipalities,	35	2	12	9	6	4	–	2	–	–

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Females — Continued.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Machine Operators and Tenders.	**196**	**23**	**23**	**53**	**33**	**45**	**10**	**6**	**3**	**–**
Time-workers,	111	23	20	41	13	10	2	1	1	–
Piece-workers,	85	–	3	12	20	35	8	5	2	–
Boston and vicinity,	36	13	7	13	1	2	–	–	–	–
Holyoke,	10	2	1	1	1	1	–	3	1	–
Springfield,	45	2	2	22	13	4	1	–	1	–
Other municipalities,	105	6	13	17	18	38	9	3	1	–
Full time,	*65*	*7*	*9*	*23*	*12*	*10*	–	*3*	*1*	–
Time-workers,	56	7	8	21	10	9	–	–	1	–
Piece-workers,	9	–	1	2	2	1	–	3	–	–
Boston and vicinity,	6	2	–	2	–	2	–	–	–	–
Holyoke,	7	1	–	1	1	1	–	3	–	–
Springfield,	21	1	1	16	2	–	–	–	1	–
Other municipalities,	31	3	8	4	9	7	–	–	–	–
Paper Novelty Workers.	**244**	**70**	**73**	**43**	**21**	**18**	**13**	**6**	**–**	**–**
Time-workers,	113	27	46	16	15	6	2	1	–	–
Piece-workers,	131	43	27	27	6	12	11	5	–	–
All municipalities,	244	70	73	43	21	18	13	6	–	–
Full time,	*111*	*37*	*41*	*18*	*10*	*2*	*2*	*1*	–	–
Time-workers,	72	16	27	14	10	2	2	1	–	–
Piece-workers,	39	21	14	4	–	–	–	–	–	–
All municipalities,	111	37	41	18	10	2	2	1	–	–
Pasters and Labelers.	**53**	**17**	**11**	**13**	**4**	**6**	**1**	**1**	**–**	**–**
Time-workers,	46	17	11	8	4	6	–	–	–	–
Piece-workers,	7	–	–	5	–	–	1	1	–	–
Boston and vicinity,	17	11	4	–	1	1	–	–	–	–
Holyoke,	11	3	3	3	–	2	–	–	–	–
Other municipalities,	25	3	4	10	3	3	1	1	–	–
Full time,	*35*	*12*	*6*	*9*	*3*	*5*	–	–	–	–
Time-workers,	33	12	6	7	3	5	–	–	–	–
Piece-workers,	2	–	–	2	–	–	–	–	–	–
Boston and vicinity,	10	6	3	–	–	1	–	–	–	–
Holyoke,	9	3	1	3	–	2	–	–	–	–
Other municipalities,	16	3	2	6	3	2	–	–	–	–
Sealers and Banders.	**54**	**2**	**4**	**7**	**10**	**10**	**8**	**9**	**3**	**1**
Time-workers,	17	1	4	3	6	3	–	–	–	–
Piece-workers,	37	1	–	4	4	7	8	9	3	1
Holyoke,	15	1	2	4	1	2	2	2	–	1
Other municipalities,	39	1	2	3	9	8	6	7	3	–
Full time,	*18*	*1*	*1*	*2*	*7*	*4*	*1*	*1*	–	*1*
Time-workers,	11	–	1	2	6	2	–	–	–	–
Piece-workers,	7	1	–	–	1	2	1	1	–	1
Holyoke,	9	1	1	1	1	2	1	1	–	1
Other municipalities,	9	–	–	1	6	2	–	–	–	–
Sorters and Counters.	**135**	**39**	**50**	**26**	**5**	**7**	**2**	**5**	**1**	**–**
Time-workers,	117	37	49	22	3	5	–	1	–	–
Piece-workers,	18	2	1	4	2	2	2	4	1	–
Boston and vicinity,	2	–	2	–	–	–	–	–	–	–
Holyoke,	38	2	3	19	3	6	1	4	–	–
Other municipalities,	95	37	45	7	2	1	1	1	1	–

TABLE F. — ACTUAL HOURLY EARNINGS: BY OCCUPATIONS — CONCLUDED.

Other Paper Products — Concluded.

Females — Concluded.

Occupation Classification.	Total Number of Employees	Number of Employees earning an Hour — Under 10 cents	10 and under 12 cents	12 and under 14 cents	14 and under 16 cents	16 and under 18 cents	18 and under 20 cents	20 and under 25 cents	25 and under 30 cents	30 cents and over
Sorters and Counters — Con.										
Full time,	*45*	*18*	*8*	*7*	*4*	*2*	*2*	*3*	*1*	–
Time-workers,	32	17	7	3	3	2	–	–	–	–
Piece-workers,	13	1	1	4	1	–	2	3	1	–
Boston and vicinity,	2	–	2	–	–	–	–	–	–	–
Holyoke,	14	1	1	5	2	1	1	3	–	–
Other municipalities,	29	17	5	2	2	1	1	–	1	–
Other Occupations.	**221**	**16**	**64**	**64**	**21**	**36**	**14**	**6**	–	–
Time-workers,	159	14	55	41	19	26	3	1	–	–
Piece-workers,	62	2	9	23	2	10	11	5	–	–
Boston and vicinity,	40	5	9	20	4	2	–	–	–	–
Holyoke,	50	1	5	8	9	18	5	4	–	–
Springfield,	14	–	1	3	3	4	3	–	–	–
Other municipalities,	117	10	49	33	5	12	6	2	–	–
Full time,	*162*	*9*	*53*	*50*	*10*	*28*	*8*	*4*	–	–
Time-workers,	113	8	46	29	9	19	2	–	–	–
Piece-workers,	49	1	7	21	1	9	6	4	–	–
Boston and vicinity,	36	2	9	20	3	2	–	–	–	–
Holyoke,	31	1	3	3	1	16	3	4	–	–
Springfield,	8	–	1	2	2	2	1	–	–	–
Other municipalities,	87	6	40	25	4	8	4	–	–	–
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**194**	**35**	**58**	**25**	**21**	**12**	**14**	**18**	**3**	**8**
Packers.	**86**	**30**	**38**	**7**	**5**	**2**	**3**	**1**	–	–
Time-workers,	45	1	34	7	2	–	–	1	–	–
Piece-workers,	41	29	4	–	3	2	3	–	–	–
Boston and vicinity,	7	–	2	4	–	–	–	1	–	–
Other municipalities,	79	30	36	3	5	2	3	–	–	–
Full time,	*43*	*10*	*19*	*6*	*4*	–	*3*	*1*	–	–
Time-workers,	28	1	18	6	2	–	–	1	–	–
Piece-workers,	15	9	1	–	2	–	3	–	–	–
Boston and vicinity,	7	–	2	4	–	–	–	1	–	–
Other municipalities,	36	10	17	2	4	–	3	–	–	–
Other Occupations.	**108**	**5**	**20**	**18**	**16**	**10**	**11**	**17**	**3**	**8**
Time-workers,	86	5	20	17	12	8	6	10	3	5
Piece-workers,	22	–	–	1	4	2	5	7	–	3
Boston and vicinity,	44	4	8	5	10	2	5	6	1	3
Holyoke,	20	1	9	6	–	–	–	–	1	3
Other municipalities,	44	–	3	7	6	8	6	11	1	2
Full time,	*56*	*1*	*14*	*11*	*7*	*4*	*5*	*7*	*2*	*5*
Time-workers,	51	1	14	11	7	4	4	6	2	2
Piece-workers,	5	–	–	–	–	–	1	1	–	3
Boston and vicinity,	31	1	6	5	7	2	3	4	1	2
Holyoke,	12	–	6	2	–	–	–	–	1	3
Other municipalities,	13	–	2	4	–	2	2	3	–	–

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS.

Paper Box Making.

Males.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — 48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
ALL OCCUPATIONS.	**C**	**1,733**	**55 1**	**23**	**192**	**754**	**740**	**17**	**4**	**3**
	A	**1,703**	**54.6**	**109**	**247**	**560**	**649**	**31**	**86**	**21**
PRODUCTIVE OCCUPATIONS.	**C**	**1,000**	**55 1**	**2**	**92**	**468**	**435**	**3**	**–**	**–**
	A	**982**	**54.4**	**69**	**137**	**345**	**365**	**12**	**45**	**9**
Corner Cutters.	**C**	**43**	**54.9**	**–**	**4**	**19**	**20**	**–**	**–**	**–**
	A	**43**	**52.4**	**4**	**9**	**17**	**13**	**–**	**–**	**–**
Time-workers,	C	42	55.0	–	3	19	20	–	–	–
	A	42	52.4	4	8	17	13	–	–	–
Piece-workers,	C	1	51.0	–	1	–	–	–	–	–
	A	1	52.0	–	1	–	–	–	–	–
Boston and vicinity,	C	17	56.0	–	2	4	11	–	–	–
	A	17	52.4	2	3	4	8	–	–	–
Other municipalities,	C	26	54.1	–	2	15	9	–	–	–
	A	26	52.4	2	6	13	5	–	–	–
Coverers.	**C**	**43**	**56.8**	**–**	**–**	**12**	**31**	**–**	**–**	**–**
	A	**43**	**58.8**	**–**	**3**	**7**	**22**	**4**	**6**	**1**
Time-workers,	C	37	57.3	–	–	6	31	–	–	–
	A	37	59.6	–	–	4	22	4	6	1
Piece-workers,	C	6	54.0	–	–	6	–	–	–	–
	A	6	53.5	–	3	3	–	–	–	–
Boston and vicinity,	C	14	58.5	–	–	–	14	–	–	–
	A	14	58.2	–	–	–	14	–	–	–
Other municipalities,	C	29	56.0	–	–	12	17	–	–	–
	A	29	59.0	–	3	7	8	4	6	1
Creasing Machine Operators.	**C**	**30**	**55.7**	**–**	**–**	**16**	**14**	**–**	**–**	**–**
	A	**28**	**50.2**	**8**	**2**	**9**	**5**	**1**	**3**	**–**
Time-workers,	C	27	55.4	–	–	16	11	–	–	–
	A	27	49.8	8	2	9	5	–	3	–
Piece-workers,	C	3	57.7	–	–	–	3	–	–	–
	A	1	60.0	–	–	–	–	1	–	–
Boston and vicinity,	C	10	57.4	–	–	–	10	–	–	–
	A	8	51.9	2	2	–	3	1	–	–
Other municipalities,	C	20	54.8	–	–	16	4	–	–	–
	A	20	49.5	6	–	9	2	–	3	–
Enders.	**C**	**109**	**55 4**	**–**	**9**	**42**	**58**	**–**	**–**	**–**
	A	**104**	**54 7**	**5**	**13**	**28**	**55**	**–**	**3**	**–**
Time-workers,	C	84	55.2	–	9	28	47	–	–	–
	A	84	54.7	3	11	21	46	–	3	–
Piece-workers,	C	25	56.2	–	–	14	11	–	–	–
	A	20	54.8	2	2	7	9	–	–	–
Boston and vicinity,	C	21	56.1	–	3	–	18	–	–	–
	A	20	51.4	3	4	–	13	–	–	–
Other municipalities,	C	88	55.2	–	6	42	40	–	–	–
	A	84	55.5	2	9	28	42	–	3	–
Foremen.	**C**	**94**	**54.9**	**–**	**9**	**45**	**40**	**–**	**–**	**–**
	A	**94**	**55.7**	**2**	**7**	**38**	**43**	**–**	**2**	**2**
Time-workers,	C	94	54.9	–	9	45	40	–	–	–
	A	94	55.7	2	7	38	43	–	2	2
Boston and vicinity,	C	22	56.1	–	3	2	17	–	–	–
	A	22	56.1	–	3	2	17	–	–	–
Other municipalities,	C	72	54.5	–	6	43	23	–	–	–
	A	72	55.6	2	4	36	26	–	2	2

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Males — Continued.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — 48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
Helpers, General.	**C**	**178**	**55.0**	**1**	**15**	**96**	**65**	**1**	–	–
	A	**178**	**53.6**	**14**	**25**	**75**	**59**	**1**	**3**	**1**
Time-workers,	C	170	55.0	1	15	88	65	1	–	–
	A	170	53.6	14	20	72	59	1	3	1
Piece-workers,	C	8	54.0	–	–	8	–	–	–	–
	A	8	53.3	–	5	3	–	–	–	–
Boston and vicinity,	C	54	57.2	–	8	2	44	–	–	–
	A	54	55.2	4	7	1	42	–	–	–
Other municipalities,	C	124	54.0	1	7	94	21	1	–	–
	A	124	52.9	10	18	74	17	1	3	1
Scorers.	**C**	**154**	**55.4**	**–**	**13**	**63**	**76**	**2**	–	–
	A	**154**	**55.4**	**7**	**18**	**54**	**66**	**2**	**5**	**2**
Time-workers,	C	150	55.5	–	13	61	74	2	–	–
	A	150	55.4	6	17	52	66	2	5	2
Piece-workers,	C	4	54.5	–	–	2	2	–	–	–
	A	4	52.0	1	1	2	–	–	–	–
Boston and vicinity,	C	63	56.5	–	8	7	48	–	–	–
	A	63	55.8	2	9	8	44	–	–	–
Other municipalities,	C	91	54.7	–	5	56	28	2	–	–
	A	91	55.0	5	9	46	22	2	5	2
Stayers.	**C**	**81**	**55.3**	**–**	**2**	**38**	**41**	**–**	–	–
	A	**80**	**53.5**	**7**	**13**	**28**	**27**	**2**	**3**	–
Time-workers,	C	45	55.3	–	1	21	23	–	–	–
	A	45	54.4	2	5	18	16	1	3	–
Piece-workers,	C	36	55.4	–	1	17	18	–	–	–
	A	35	52.3	5	8	10	11	1	–	–
Boston and vicinity,	C	11	57.1	–	–	1	10	–	–	–
	A	11	55.3	1	1	1	8	–	–	–
Other municipalities,	C	70	55.1	–	2	37	31	–	–	–
	A	69	53.2	6	12	27	19	2	3	–
Tiers.	**C**	**101**	**55.3**	**–**	**10**	**39**	**52**	**–**	–	–
	A	**100**	**55.2**	**4**	**12**	**36**	**40**	**1**	**6**	**1**
Time-workers,	C	91	55.6	–	5	35	51	–	–	–
	A	91	55.5	3	7	33	40	1	6	1
Piece-workers,	C	10	52.8	–	5	4	1	–	–	–
	A	9	51.8	1	5	3	–	–	–	–
Boston and vicinity,	C	51	56.7	–	3	4	44	–	–	–
	A	50	54.9	3	6	4	35	–	2	–
Other municipalities,	C	50	53.9	–	7	35	8	–	–	–
	A	50	55.4	1	6	32	5	1	4	1
Other Occupations.	**C**	**167**	**54.3**	**1**	**30**	**98**	**38**	–	–	–
	A	**158**	**53.2**	**18**	**35**	**53**	**35**	**1**	**14**	**2**
Time-workers,	C	146	54.3	1	22	88	35	–	–	–
	A	146	53.4	16	29	52	33	1	13	2
Piece-workers,	C	21	53.6	–	8	10	3	–	–	–
	A	12	50.8	2	6	1	2	–	1	–
Boston and vicinity,	C	40	55.0	–	14	6	20	–	–	–
	A	36	49.3	9	6	5	13	–	3	–
Other municipalities,	C	127	54.0	1	16	92	18	–	–	–
	A	122	54.4	9	29	48	22	1	11	2

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — Continued.

Paper Box Making — Continued.

Males — Continued.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — 48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**C**	**599**	**54.7**	**21**	**97**	**235**	**243**	**3**	**–**	**–**
	A	**587**	**54.4**	**39**	**106**	**172**	**219**	**9**	**34**	**8**
Cutters, Stock.	**C**	**228**	**54.5**	**–**	**51**	**92**	**83**	**2**	**–**	**–**
	A	**226**	**54.5**	**6**	**51**	**81**	**74**	**3**	**9**	**2**
Time-workers,	C	212	54.6	–	43	90	77	2	–	–
	A	212	54.7	5	39	81	73	3	9	2
Piece-workers,	C	16	53.9	–	8	2	6	–	–	–
	A	14	50.6	1	12	–	1	–	–	–
Boston and vicinity,	C	51	56.3	–	9	6	35	1	–	–
	A	49	55.0	2	9	6	30	1	1	–
Brockton and vicinity,	C	28	54.0	–	–	28	–	–	–	–
	A	28	53.6	–	3	25	–	–	–	–
Other municipalities,	C	149	54.1	–	42	58	48	1	–	–
	A	149	54.4	4	39	50	44	2	8	2
Laborers.	**C**	**37**	**54.1**	**–**	**6**	**24**	**6**	**1**	**–**	**–**
	A	**36**	**53.6**	**5**	**5**	**15**	**5**	**3**	**2**	**1**
Time-workers,	C	34	54.4	–	3	24	6	1	–	–
	A	33	53.7	5	3	14	5	3	2	1
Piece-workers,	C	3	51.0	–	3	–	–	–	–	–
	A	3	51.7	–	2	1	–	–	–	–
Boston and vicinity,	C	7	55.4	–	2	–	5	–	–	–
	A	7	54.4	–	3	–	3	1	–	–
Other municipalities,	C	30	53.8	–	4	24	1	1	–	–
	A	29	53.3	5	2	15	2	2	2	1
Packers.	**C**	**24**	**54.6**	**–**	**3**	**14**	**7**	**–**	**–**	**–**
	A	**22**	**55.3**	**2**	**4**	**3**	**11**	**–**	**1**	**1**
Time-workers,	C	21	54.6	–	3	12	6	–	–	–
	A	21	55.4	2	3	3	11	–	1	1
Piece-workers,	C	3	54.3	–	–	2	1	–	–	–
	A	1	53.0	–	1	–	–	–	–	–
Boston and vicinity,	C	1	51.0	–	1	–	–	–	–	–
	A	1	48.0	1	–	–	–	–	–	–
Other municipalities,	C	23	54.7	–	2	14	7	–	–	–
	A	21	55.6	1	4	3	11	–	1	1
Printers.	**C**	**178**	**54.9**	**21**	**13**	**60**	**84**	**–**	**–**	**–**
	A	**178**	**54.6**	**19**	**22**	**43**	**72**	**2**	**19**	**1**
Time-workers,	C	160	54.8	21	7	60	72	–	–	–
	A	160	55.0	18	13	42	66	2	18	1
Piece-workers,	C	18	55.9	–	6	–	12	–	–	–
	A	18	50.7	1	9	1	6	–	1	–
Boston and vicinity,	C	42	57.6	–	3	1	38	–	–	–
	A	42	53.5	5	3	3	29	–	2	–
Other municipalities,	C	136	54.0	21	10	59	46	–	–	–
	A	136	55.0	14	19	40	43	2	17	1
Shippers.	**C**	**52**	**54.8**	**–**	**9**	**20**	**23**	**–**	**–**	**–**
	A	**52**	**55.7**	**–**	**8**	**18**	**24**	**–**	**–**	**2**
Time-workers,	C	51	54.8	–	8	20	23	–	–	–
	A	51	55.7	–	7	18	24	–	–	2
Piece-workers,	C	1	51.0	–	1	–	–	–	–	–
	A	1	52.0	–	1	–	–	–	–	–
Boston and vicinity,	C	16	55.4	–	4	1	11	–	–	–
	A	16	55.7	–	3	1	12	–	–	–
Other municipalities,	C	36	54.5	–	5	19	12	–	–	–
	A	36	55.6	–	5	17	12	–	–	2

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Males — Concluded.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — 48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
Other Occupations.	**C**	**80**	**54.9**	**–**	**15**	**25**	**40**	**–**	**–**	**–**
	A	**73**	**53.3**	**7**	**16**	**12**	**33**	**1**	**3**	**1**
Time-workers,	C	70	54.7	–	14	23	33	–	–	–
	A	69	53.1	6	16	11	32	1	2	1
Piece-workers,	C	10	56.4	–	1	2	7	–	–	–
	A	4	55.5	1	–	1	1	–	1	–
Boston and vicinity,	C	25	56.5	–	2	–	23	–	–	–
	A	21	54.7	1	3	–	17	–	–	–
Other municipalities,	C	55	54.2	–	13	25	17	–	–	–
	A	52	52.7	6	13	12	16	1	3	1
POWER, MECHANICAL, AND YARD FORCE.	**C**	**134**	**57.1**	**–**	**3**	**51**	**62**	**11**	**4**	**3**
	A	**134**	**57.3**	**1**	**4**	**43**	**65**	**10**	**7**	**4**
Engineers.	**C**	**19**	**56.7**	**–**	**–**	**8**	**8**	**2**	**1**	**–**
	A	**19**	**54.6**	**1**	**–**	**4**	**12**	**2**	**–**	**–**
Time-workers,	C	19	56.7	–	–	8	8	2	1	–
	A	19	54.6	1	–	4	12	2	–	–
Boston and vicinity,	C	5	58.0	–	–	–	5	–	–	–
	A	5	58.0	–	–	–	5	–	–	–
Other municipalities,	C	14	56.3	–	–	8	3	2	1	–
	A	14	53.4	1	–	4	7	2	–	–
Machinists.	**C**	**13**	**57.2**	**–**	**–**	**3**	**10**	**–**	**–**	**–**
	A	**13**	**57.8**	**–**	**1**	**2**	**9**	**–**	**1**	**–**
Time-workers,	C	13	57.2	–	–	3	10	–	–	–
	A	13	57.8	–	1	2	9	–	1	–
Boston and vicinity,	C	9	58.2	–	–	–	9	–	–	–
	A	9	57.3	–	1	–	8	–	–	–
Other municipalities,	C	4	55.0	–	–	3	1	–	–	–
	A	4	58.8	–	–	2	1	–	1	–
Teamsters.	**C**	**77**	**56.2**	**–**	**3**	**33**	**32**	**7**	**2**	**–**
	A	**77**	**56.3**	**–**	**3**	**32**	**33**	**6**	**3**	**–**
Time-workers,	C	77	56.2	–	3	33	32	7	2	–
	A	77	56.3	–	3	32	33	6	3	–
Boston and vicinity,	C	21	57.1	–	–	1	19	1	–	–
	A	21	57.1	–	–	1	19	1	–	–
Other municipalities,	C	56	55.8	–	3	32	13	6	2	–
	A	56	56.0	–	3	31	14	5	3	–
Other Occupations.	**C**	**25**	**60.2**	**–**	**–**	**7**	**12**	**2**	**1**	**3**
	A	**25**	**62.4**	**–**	**–**	**5**	**11**	**2**	**3**	**4**
Time-workers,	C	25	60.2	–	–	7	12	2	1	3
	A	25	62.4	–	–	5	11	2	3	4
Boston and vicinity,	C	10	62.3	–	–	–	7	1	1	1
	A	10	62.3	–	–	–	7	1	1	1
Other municipalities,	C	15	58.7	–	–	7	5	1	–	2
	A	15	62.5	–	–	5	4	1	2	3

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Females.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — Under 48	48	Over 48 and under 54	54	Over 54
ALL OCCUPATIONS.	**C**	**4,191**	**53.3**	–	**19**	**1,184**	**2,988**	–
	A	**3,536**	**50.4**	**589**	**100**	**1,463**	**1,374**	**10**
PRODUCTIVE OCCUPATIONS.	**C**	**3,972**	**53.4**	–	**17**	**1,118**	**2,837**	–
	A	**3,337**	**50.4**	**550**	**97**	**1,412**	**1,269**	**9**
Bench Workers.	**C**	**954**	**53.4**	–	–	**328**	**626**	–
	A	**717**	**50.5**	**105**	**21**	**320**	**271**	–
Time-workers,	C	249	53.4	–	–	78	171	–
	A	249	50.9	28	5	92	124	–
Piece-workers,	C	705	53.3	–	–	250	455	–
	A	468	50.5	77	16	228	147	–
Boston and vicinity,	C	423	53.1	–	–	230	193	–
	A	243	50.2	38	4	130	71	–
Brockton and vicinity,	C	50	54.0	–	–	–	50	–
	A	50	53.2	–	2	7	41	–
Other municipalities,	C	481	53 5	–	–	98	383	–
	A	424	50.6	67	15	183	159	–
Boxmakers, *n. s.*	**C**	**334**	**52.8**	–	–	**141**	**193**	–
	A	**274**	**49.6**	**60**	**20**	**109**	**85**	–
Time-workers,	C	50	52.3	–	–	33	17	–
	A	50	50.8	4	2	30	14	–
Piece-workers,	C	284	52.9	–	–	108	176	–
	A	224	49.4	56	18	79	71	–
Boston and vicinity,	C	91	53.3	–	–	28	63	–
	A	90	50.6	13	4	35	38	–
Other municipalities,	C	243	52.7	–	–	113	130	–
	A	184	49.1	47	16	74	47	–
Closers.	**C**	**117**	**53.5**	–	–	**45**	**72**	–
	A	**117**	**50.0**	**27**	–	**50**	**39**	**1**
Time-workers,	C	92	53.4	–	–	45	47	–
	A	92	49.9	21	–	40	30	1
Piece-workers,	C	25	54.0	–	–	–	25	–
	A	25	50 4	6	–	10	9	–
Boston and vicinity,	C	93	53.4	–	–	45	48	–
	A	93	50.0	21	–	39	32	1
Other municipalities,	C	24	54.0	–	–	–	24	–
	A	24	49.8	6	–	11	7	–
Coverers.	**C**	**988**	**53.6**	–	–	**206**	**782**	–
	A	**828**	**50.7**	**125**	**16**	**331**	**353**	**3**
Time-workers,	C	132	53.6	–	–	33	99	–
	A	132	51.3	15	–	30	84	3
Piece-workers,	C	856	53.6	–	–	173	683	–
	A	696	50.6	110	16	301	269	–
Boston and vicinity,	C	256	52.9	–	–	137	119	–
	A	166	50.3	31	–	51	81	3
Brockton and vicinity,	C	112	54.0	–	–	–	112	–
	A	112	51.1	15	2	68	27	–
Haverhill,	C	55	54.0	–	–	–	55	–
	A	25	52 9	1	–	3	21	–
Lynn,	C	81	53.2	–	–	32	49	–
	A	81	50.8	7	5	51	18	–
Other municipalities,	C	484	53.8	–	–	37	447	–
	A	444	50.6	71	9	158	206	–
Finishers.	**C**	**207**	**52.9**	–	–	**87**	**120**	–
	A	**206**	**49.0**	**51**	**7**	**110**	**36**	**2**
Time-workers,	C	19	52.7	–	–	7	12	–
	A	19	51.3	1	–	12	5	1
Piece-workers,	C	188	53.0	–	–	80	108	–
	A	187	48.8	50	7	98	31	1

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Females — Continued.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — Under 48	48	Over 48 and under 54	54	Over 54
Finishers — Con.								
Boston and vicinity,	C	57	51.3	–	–	51	6	–
	A	56	44.3	35	5	13	2	1
Brockton and vicinity,	C	60	54.0	–	–	–	60	–
	A	60	51.7	2	–	43	15	–
Other municipalities,	C	90	53.3	–	–	36	54	–
	A	90	50.3	14	2	54	19	1
Folding Machine Operators.	**C**	**44**	**54.0**	–	–	**1**	**43**	–
	A	**44**	**46.4**	**20**	**1**	**12**	**11**	–
Time-workers,	C	11	54.0	–	–	–	11	–
	A	11	43.7	4	–	1	6	–
Piece-workers,	C	33	54.0	–	–	1	32	–
	A	33	47.3	16	1	11	5	–
Boston and vicinity,	C	23	54.0	–	–	–	23	–
	A	23	46.0	8	1	10	4	–
Other municipalities,	C	21	54.0	–	–	1	20	–
	A	21	46.8	12	–	2	7	–
Forewomen.	**C**	**67**	**53.5**	–	**1**	**17**	**49**	–
	A	**67**	**53.3**	**1**	**1**	**17**	**48**	–
Time-workers,	C	66	53.5	–	1	17	48	–
	A	66	53.3	1	1	17	47	–
Piece-workers,	C	1	54.0	–	–	–	1	–
	A	1	54.0	–	–	–	1	–
Boston and vicinity,	C	22	53.0	–	1	10	11	–
	A	22	53.1	–	1	9	12	–
Other municipalities,	C	45	53.7	–	–	7	38	–
	A	45	53.4	1	–	8	36	–
Gluers.	**C**	**107**	**53.6**	–	–	**26**	**81**	–
	A	**96**	**51.7**	**10**	**5**	**40**	**40**	**1**
Time-workers,	C	46	53.1	–	–	23	23	–
	A	46	52.7	3	–	23	19	1
Piece-workers,	C	61	53.9	–	–	3	58	–
	A	50	50.9	7	5	17	21	–
Boston and vicinity,	C	49	53.2	–	–	23	26	–
	A	38	53.1	1	–	19	17	1
Other municipalities,	C	58	53.8	–	–	3	55	–
	A	58	50.8	9	5	21	23	–
Helpers, General.	**C**	**180**	**53.5**	–	**2**	**31**	**147**	–
	A	**176**	**50.8**	**19**	**3**	**76**	**78**	–
Time-workers,	C	124	53.3	–	2	28	94	–
	A	122	50.4	16	2	32	72	–
Piece-workers,	C	56	53.9	–	–	3	53	–
	A	54	51.7	3	1	44	6	–
Boston and vicinity,	C	63	52.8	–	2	27	34	–
	A	59	48.2	11	1	17	30	–
Other municipalities,	C	117	53.9	–	–	4	113	–
	A	117	52.1	8	2	59	48	–
Liners, Hand.	**C**	**33**	**51.0**	–	–	**33**	–	–
	A	**33**	**48.0**	**8**	**5**	**18**	**2**	–
Time-workers,	C	4	51.0	–	–	4	–	–
	A	4	51.8	–	–	3	1	–
Piece-workers,	C	29	51.0	–	–	29	–	–
	A	29	47.5	8	5	15	1	–
All municipalities,	C	33	51.0	–	–	33	–	–
	A	33	48.0	8	5	18	2	–

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Continued.

Females — Continued.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — Under 48	48	Over 48 and under 54	54	Over 54
Machine Operators, *n. s.*	**C**	**129**	**53.6**	–	–	**24**	**105**	–
	A	**126**	**51.5**	**12**	**1**	**53**	**60**	–
Time-workers,	C	54	53.5	–	–	15	39	–
	A	54	51.7	4	–	18	32	–
Piece-workers,	C	75	53.7	–	–	9	66	–
	A	72	51.3	8	1	35	28	–
Boston and vicinity,	C	11	52.5	–	–	7	4	–
	A	8	52.6	–	–	7	1	–
Other municipalities,	C	118	53.7	–	–	17	101	–
	A	118	51.4	12	1	46	59	–
Stayers.	**C**	**169**	**53.5**	–	–	**42**	**127**	–
	A	**123**	**50.2**	**19**	**3**	**56**	**45**	–
Time-workers,	C	43	53.3	–	–	13	30	–
	A	43	49.4	5	–	15	23	–
Piece-workers,	C	126	53.5	–	–	29	97	–
	A	80	50.7	14	3	41	22	–
Boston and vicinity,	C	66	53.1	–	–	31	35	–
	A	38	51.2	4	2	21	11	–
Other municipalities,	C	103	53.7	–	–	11	92	–
	A	85	49.8	15	1	35	34	–
Toppers.	**C**	**164**	**53.1**	–	**14**	**29**	**121**	–
	A	**128**	**50.5**	**20**	**3**	**60**	**45**	–
Time-workers,	C	19	53.8	–	–	2	17	–
	A	19	48.2	6	–	3	10	–
Piece-workers,	C	145	53.0	–	14	27	104	–
	A	109	50.8	14	3	57	35	–
Boston and vicinity,	C	52	51.6	–	14	17	21	–
	A	27	49.0	7	1	8	11	–
Other municipalities,	C	112	53.8	–	–	12	100	–
	A	101	50.8	13	2	52	34	–
Trimmers.	**C**	**37**	**54.0**	–	–	–	**37**	–
	A	**14**	**50.6**	**3**	–	**2**	**9**	–
Time-workers,	C	7	54.0	–	–	–	7	–
	A	7	52.6	1	–	–	6	–
Piece-workers,	C	30	54.0	–	–	–	30	–
	A	7	48.7	2	–	2	3	–
Boston and vicinity,	C	3	54.0	–	–	–	3	–
	A	2	54.0	–	–	–	2	–
Haverhill,	C	32	54.0	–	–	–	32	–
	A	10	50.3	2	–	2	6	–
Other municipalities,	C	2	54.0	–	–	–	2	–
	A	2	49.0	1	–	–	1	–
Turners-in.	**C**	**61**	**54.0**	–	–	–	**61**	–
	A	**61**	**49.5**	**14**	**1**	**15**	**31**	–
Time-workers,	C	45	54.0	–	–	–	45	–
	A	45	49.5	10	–	9	26	–
Piece-workers,	C	16	54.0	–	–	–	16	–
	A	16	49.3	4	1	6	5	–
Boston and vicinity,	C	5	54.0	–	–	–	5	–
	A	5	52.2	1	–	–	4	–
Other municipalities,	C	56	54.0	–	–	–	56	–
	A	56	49.2	13	1	15	27	–
Wrapping Machine Operators.	**C**	**153**	**53.5**	–	–	**37**	**116**	–
	A	**129**	**49.9**	**29**	**5**	**53**	**40**	**2**
Time-workers,	C	19	53.5	–	–	5	14	–
	A	19	50.1	3	2	5	7	2
Piece-workers,	C	134	53.5	–	–	32	102	–
	A	110	49.8	26	3	48	33	–

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Paper Box Making — Concluded.

Females — Concluded.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — Under 48	48	Over 48 and under 54	54	Over 54
Wrapping Machine Operators — Con.								
Boston and vicinity,	C	76	53.5	–	–	27	49	–
	A	52	52.5	5	1	18	27	1
Other municipalities,	C	77	53.6	–	–	10	67	–
	A	77	48.1	24	4	35	13	1
Other Occupations.	**C**	**228**	**53.2**	–	–	**71**	**157**	–
	A	**198**	**50.6**	**27**	**5**	**90**	**76**	–
Time-workers,	C	93	53.1	–	–	34	59	–
	A	93	51.3	9	1	35	48	–
Piece-workers,	C	135	53.3	–	–	37	98	–
	A	105	50.0	18	4	55	28	–
Boston and vicinity,	C	65	53.2	–	–	27	38	–
	A	47	51.9	2	2	17	26	–
Other municipalities,	C	163	53.2	–	–	44	119	–
	A	151	50.2	25	3	73	50	–
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**C**	**219**	**53.0**	–	**2**	**66**	**151**	–
	A	**199**	**49.6**	**39**	**3**	**51**	**105**	**1**
Cutters, Stock.	**C**	**15**	**54.0**	–	–	–	**15**	–
	A	**15**	**52.7**	**1**	–	–	**14**	–
Time-workers,	C	15	54.0	–	–	–	15	–
	A	15	52.7	1	–	–	14	–
Boston and vicinity,	C	4	54.0	–	–	–	4	–
	A	4	54.0	–	–	–	4	–
Other municipalities,	C	11	54.0	–	–	–	11	–
	A	11	52.2	1	–	–	10	–
Labelers.	**C**	**121**	**53.2**	–	**2**	**24**	**95**	–
	A	**103**	**49.6**	**24**	**1**	**18**	**60**	–
Time-workers,	C	36	53.7	–	–	2	34	–
	A	36	51.1	4	1	5	26	–
Piece-workers,	C	85	52.9	–	2	22	61	–
	A	67	48.7	20	–	13	34	–
Boston and vicinity,	C	25	50.8	–	2	17	6	–
	A	17	42.1	9	–	2	6	–
Other municipalities,	C	96	53.8	–	–	7	89	–
	A	86	51.1	15	1	16	54	–
Other Occupations.	**C**	**83**	**52.5**	–	–	**42**	**41**	–
	A	**81**	**49.1**	**14**	**2**	**33**	**31**	**1**
Time-workers,	C	73	52.6	–	–	32	41	–
	A	73	49.0	14	1	27	31	–
Piece-workers,	C	10	51.8	–	–	10	–	–
	A	8	50.0	–	1	6	–	1
Boston and vicinity,	C	21	53.0	–	–	12	9	–
	A	19	52.5	–	2	7	9	1
Other municipalities,	C	62	52.4	–	–	30	32	–
	A	62	48.1	14	–	26	22	–

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — Continued.

Envelope Making.

Males.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — 48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
ALL OCCUPATIONS.	**C**	**890**	**54.7**	**21**	**14**	**573**	**246**	**17**	**9**	**10**
	A	**885**	**54.8**	**84**	**100**	**347**	**221**	**19**	**90**	**24**
PRODUCTIVE OCCUPATIONS.	**C**	**300**	**54.2**	**6**	**4**	**208**	**78**	**4**	–	–
	A	**298**	**54.1**	**17**	**28**	**149**	**91**	**4**	**8**	**1**
Envelope Cutters.	**C**	**127**	**54.2**	**2**	**1**	**96**	**25**	**3**	–	–
	A	**127**	**54.2**	**7**	**9**	**73**	**32**	**1**	**5**	–
Time-workers,	C	118	54.2	2	1	92	20	3	–	–
	A	118	54.1	7	8	69	28	1	5	–
Piece-workers,	C	9	54.6	–	–	4	5	–	–	–
	A	9	54.3	–	1	4	4	–	–	–
Worcester,	C	62	54.3	–	–	59	–	3	–	–
	A	62	54.1	3	4	42	10	1	2	–
Springfield,	C	38	54.2	–	1	29	8	–	–	–
	A	38	55.0	1	1	23	10	–	3	–
Other municipalities,	C	27	54.1	2	–	8	17	–	–	–
	A	27	53.1	3	4	8	12	–	–	–
Foremen.	**C**	**20**	**53.9**	**2**	**1**	**4**	**13**	–	–	–
	A	**20**	**53.9**	**2**	**1**	**4**	**13**	–	–	–
Time-workers,	C	20	53.9	2	1	4	13	–	–	–
	A	20	53.9	2	1	4	13	–	–	–
All municipalities,	C	20	53.9	2	1	4	13	–	–	–
	A	20	53.9	2	1	4	13	–	–	–
Helpers, General.	**C**	**23**	**53.8**	**2**	–	**18**	**2**	**1**	–	–
	A	**23**	**54.2**	**4**	**2**	**10**	**5**	**1**	–	**1**
Time-workers,	C	23	53.8	2	–	18	2	1	–	–
	A	23	54.2	4	2	10	5	1	–	1
Springfield,	C	13	54.6	–	–	10	2	1	–	–
	A	13	56.7	–	1	7	3	1	–	1
Other municipalities,	C	10	52.7	2	–	8	–	–	–	–
	A	10	51.0	4	1	3	2	–	–	–
Machine Adjusters.	**C**	**72**	**54.2**	–	**1**	**58**	**13**	–	–	–
	A	**72**	**54.7**	**1**	**6**	**40**	**20**	**2**	**3**	–
Time-workers,	C	72	54.2	–	1	58	13	–	–	–
	A	72	54.7	1	6	40	20	2	3	–
Worcester,	C	37	54.0	–	–	37	–	–	–	–
	A	37	54.8	1	4	21	7	1	3	–
Springfield,	C	21	54.2	–	1	14	6	–	–	–
	A	21	54.3	–	2	13	6	–	–	–
Other municipalities,	C	14	54.5	–	–	7	7	–	–	–
	A	14	55.0	–	–	6	7	1	–	–
OTHER OCCUPATIONS.	**C**	**58**	**54.4**	–	**1**	**32**	**25**	–	–	–
	A	**56**	**53.2**	**3**	**10**	**22**	**21**	–	–	–
Time-workers,	C	56	54.4	–	1	30	25	–	–	–
	A	56	53.2	3	10	22	21	–	–	–
Piece-workers,	C	2	54.0	–	–	2	–	–	–	–
	A	–	–	–	–	–	–	–	–	–
Worcester,	C	19	54.0	–	–	19	–	–	–	–
	A	17	54.5	–	2	11	4	–	–	–
Springfield,	C	13	54.0	–	1	10	2	–	–	–
	A	13	51.4	1	2	8	2	–	–	–
Other municipalities,	C	26	54.9	–	–	3	23	–	–	–
	A	26	53.3	2	6	3	15	–	–	–

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Envelope Making — Continued.

Males — Continued.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — 48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**C**	**410**	**54.3**	**14**	**10**	**249**	**127**	**5**	**3**	**2**
	A	**407**	**54.8**	**50**	**47**	**134**	**90**	**7**	**66**	**13**
Packers.	**C**	**82**	**54.1**	**1**	**1**	**70**	**9**	**1**	**–**	**–**
	A	**82**	**55.2**	**4**	**9**	**29**	**31**	**1**	**5**	**3**
Time-workers,	C	82	54.1	1	1	70	9	1	–	–
	A	82	55.2	4	9	29	31	1	5	3
Worcester,	C	35	54.2	–	–	34	–	1	–	–
	A	35	53.8	2	5	7	19	1	1	–
Springfield,	C	34	54.0	–	1	32	1	–	–	–
	A	34	54.4	–	4	18	12	–	–	–
Other municipalities,	C	13	54.1	1	–	4	8	–	–	–
	A	13	61.1	2	–	4	–	–	4	3
Printers.	**C**	**167**	**54.0**	**4**	**8**	**129**	**24**	**2**	**–**	**–**
	A	**165**	**53.4**	**21**	**26**	**65**	**26**	**1**	**26**	**–**
Time-workers,	C	158	54.1	–	8	125	23	2	–	–
	A	158	53.8	17	26	63	25	1	26	–
Piece-workers,	C	9	51.2	4	–	4	1	–	–	–
	A	7	44.3	4	–	2	1	–	–	–
Worcester,	C	45	54.3	–	–	43	–	2	–	–
	A	43	53.3	4	7	22	9	1	–	–
Springfield,	C	51	53.9	–	8	37	6	–	–	–
	A	51	51.9	5	16	23	7	–	–	–
Other municipalities,	C	71	53.9	4	–	49	18	–	–	–
	A	71	54.6	12	3	20	10	–	26	–
Shippers.	**C**	**35**	**54.9**	**–**	**1**	**4**	**29**	**1**	**–**	**–**
	A	**35**	**61.7**	**3**	**2**	**2**	**5**	**2**	**16**	**5**
Time-workers,	C	35	54.9	–	1	4	29	1	–	–
	A	35	61.7	3	2	2	5	2	16	5
All municipalities,	C	35	54.9	–	1	4	29	1	–	–
	A	35	61.7	3	2	2	5	2	16	5
Stock Clerks.	**C**	**31**	**54.9**	**–**	**–**	**2**	**29**	**–**	**–**	**–**
	A	**31**	**52 4**	**3**	**4**	**7**	**16**	**–**	**–**	**1**
Time-workers,	C	31	54.9	–	–	2	29	–	–	–
	A	31	52.4	3	4	7	16	–	–	1
All municipalities,	C	31	54.9	–	–	2	29	–	–	–
	A	31	52.4	3	4	7	16	–	–	1
Other Occupations.	**C**	**95**	**54.8**	**9**	**–**	**44**	**36**	**1**	**3**	**2**
	A	**94**	**54.4**	**19**	**6**	**31**	**12**	**3**	**19**	**4**
Time-workers,	C	92	54.8	9	–	41	36	1	3	2
	A	92	55.1	19	4	31	12	3	19	4
Piece-workers,	C	3	54.0	–	–	3	–	–	–	–
	A	2	51.5	–	2	–	–	–	–	–
Worcester,	C	19	56.4	–	–	17	–	–	1	1
	A	18	53.2	3	2	8	3	–	–	2
Springfield,	C	24	55.8	–	–	17	4	1	1	1
	A	24	54.1	2	2	13	3	1	2	1
Other municipalities,	C	52	53.7	9	–	10	32	–	1	–
	A	52	56.0	14	2	10	6	2	17	1

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Envelope Making — Continued.

Males — Concluded.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — 48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
POWER, MECHANICAL, AND YARD FORCE.	**C**	**180**	**56.4**	**1**	**–**	**116**	**41**	**8**	**6**	**8**
	A	**180**	**56.2**	**17**	**25**	**64**	**40**	**8**	**16**	**10**
Engineers.	**C**	**10**	**57.2**	**–**	**–**	**1**	**5**	**3**	**1**	**–**
	A	**10**	**57.3**	**–**	**–**	**–**	**6**	**3**	**1**	**–**
Time-workers,	C	10	57.2	–	–	1	5	3	1	–
	A	10	57.3	–	–	–	6	3	1	–
All municipalities,	C	10	57.2	–	–	1	5	3	1	–
	A	10	57.3	–	–	–	6	3	1	–
Machinists.	**C**	**109**	**54.3**	**1**	**–**	**89**	**15**	**4**	**–**	**–**
	A	**109**	**52.8**	**13**	**21**	**55**	**16**	**3**	**–**	**1**
Time-workers,	C	109	54.3	1	–	89	15	4	–	–
	A	109	52.8	13	21	55	16	3	–	1
Worcester,	C	71	54.3	–	–	67	–	4	–	–
	A	71	52.0	10	19	34	7	1	–	–
Springfield,	C	19	54.1	–	–	18	1	–	–	–
	A	19	54.2	–	–	17	2	–	–	–
Other municipalities,	C	19	54.4	1	–	4	14	–	–	–
	A	19	54.3	3	2	4	7	2	–	1
Other Occupations.	**C**	**61**	**60.0**	**–**	**–**	**26**	**21**	**1**	**5**	**8**
	A	**61**	**62.1**	**4**	**4**	**9**	**18**	**2**	**15**	**9**
Time-workers,	C	61	60.0	–	–	26	21	1	5	8
	A	61	62.1	4	4	9	18	2	15	9
Worcester,	C	26	58.8	–	–	21	–	1	–	4
	A	26	61.0	2	1	6	9	–	3	5
Other municipalities,	C	35	60.8	–	–	5	21	–	5	4
	A	35	62.9	2	3	3	9	2	12	4

Females.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — Under 48	48	Over 48 and under 54	54
ALL OCCUPATIONS.	**C**	**1,642**	**53.8**	**54**	**–**	**19**	**1,569**
	A	**1,112**	**51.0**	**218**	**3**	**314**	**577**
PRODUCTIVE OCCUPATIONS.	**C**	**1,350**	**53.8**	**46**	**–**	**19**	**1,285**
	A	**899**	**50.8**	**184**	**1**	**263**	**451**
Boxers.	**C**	**174**	**53.9**	**–**	**–**	**10**	**164**
	A	**174**	**51.9**	**19**	**–**	**50**	**105**
Time-workers,	C	109	53.9	–	–	10	99
	A	109	51.9	11	–	20	78
Piece-workers,	C	65	54.0	–	–	–	65
	A	65	52.0	8	–	30	27
Springfield,	C	97	53.8	–	–	10	87
	A	97	51.9	9	–	23	65
Other municipalities,	C	77	54.0	–	–	–	77
	A	77	51.9	10	–	27	40

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Envelope Making — Continued.

Females — Continued.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — Under 48	48	Over 48 and under 54	54
Clasp Attachers.	**C**	**81**	**54.0**	–	–	–	**81**
	A	**13**	**54.0**	–	–	–	**13**
Time-workers,	C	10	54.0	–	–	–	10
	A	10	54.0	–	–	–	10
Piece-workers,	C	71	54.0	–	–	–	71
	A	3	54.0	–	–	–	3
Worcester,	C	81	54.0	–	–	–	81
	A	13	54.0	–	–	–	13
Counters.	**C**	**24**	**53.9**	–	–	**2**	**22**
	A	**24**	**51.5**	4	–	4	**16**
Time-workers,	C	21	51.9	–	–	2	19
	A	21	51.6	3	–	3	15
Piece-workers,	C	3	54.0	–	–	–	3
	A	3	50.7	1	–	1	1
Springfield,	C	9	53.7	–	–	2	7
	A	9	52.8	1	–	1	7
Other municipalities,	C	15	54.0	–	–	–	15
	A	15	50.7	3	–	3	9
Edge Tinters.	**C**	**39**	**54.0**	–	–	–	**39**
	A	**39**	**44.1**	**28**	–	**6**	**5**
Time-workers,	C	4	54.0	–	–	–	4
	A	4	48.8	2	–	–	2
Piece-workers,	C	35	54.0	–	–	–	35
	A	35	43.5	26	–	6	3
All municipalities,	C	39	54.0	–	–	–	39
	A	39	44.1	28	–	6	5
Envelope Machine Operators.	**C**	**602**	**53.9**	**6**	–	**5**	**591**
	A	**345**	**50.5**	**58**	**1**	**148**	**138**
Time-workers,	C	88	53.9	–	–	5	83
	A	88	52.0	6	–	14	68
Piece-workers,	C	514	53.9	6	–	–	508
	A	257	50.0	52	1	134	70
Worcester,	C	314	54.0	–	–	–	314
	A	57	51.2	6	–	7	44
Springfield,	C	172	53.9	–	–	5	167
	A	172	50.6	28	–	90	54
Other municipalities,	C	116	53.7	6	–	–	110
	A	116	50.0	24	1	51	40
Folders, Hand.	**C**	**273**	**53.2**	**35**	–	–	**238**
	A	**158**	**50.8**	**53**	–	**23**	**82**
Time-workers,	C	69	50.7	35	–	–	34
	A	69	50.5	36	–	3	30
Piece-workers,	C	204	54.0	–	–	–	204
	A	89	51.1	17	–	20	52
Worcester,	C	166	54.0	–	–	–	166
	A	51	52.4	5	–	5	41
Springfield,	C	34	54.0	–	–	–	34
	A	34	49.2	12	–	11	11
Other municipalities,	C	73	50.9	35	–	–	38
	A	73	50.5	36	–	7	30
Sealers, Hand.	**C**	**47**	**54.0**	–	–	–	**47**
	A	**36**	**53.1**	–	–	**12**	**24**
Time-workers,	C	27	54.0	–	–	–	27
	A	27	53.5	–	–	7	20
Piece-workers,	C	20	54.0	–	–	–	20
	A	9	52.3	–	–	5	4

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Envelope Making — Concluded.

Females — Concluded.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — Under 48	48	Over 48 and under 54	54
Sealers, Hand — Con.							
Worcester,	C	16	54.0	–	–	–	16
	A	5	52.0	–	–	3	2
Springfield,	C	16	54.0	–	–	–	16
	A	16	53.6	–	–	3	13
Other municipalities,	C	15	54.0	–	–	–	15
	A	15	52.9	–	–	6	9
Other Occupations.	**C**	**110**	**53.7**	**5**	**–**	**2**	**103**
	A	**110**	**51.2**	**22**	**–**	**20**	**68**
Time-workers,	C	106	53.7	5	–	2	99
	A	106	51.2	21	–	20	65
Piece-workers,	C	4	54.0	–	–	–	4
	A	4	51.8	1	–	–	3
Worcester,	C	17	54.0	–	–	–	17
	A	17	52.2	2	–	1	14
Springfield,	C	34	53.9	–	–	2	32
	A	34	51.0	5	–	3	26
Other municipalities,	C	59	53.4	5	–	–	54
	A	59	51.0	15	–	16	28
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**C**	**292**	**53.8**	**8**	**–**	**–**	**284**
	A	**213**	**51.5**	**34**	**2**	**51**	**126**
Die Stamp Machine Operators.	**C**	**22**	**54.0**	**–**	**–**	**–**	**22**
	A	**22**	**50.8**	**4**	**–**	**7**	**11**
Time-workers,	C	22	54.0	–	–	–	22
	A	22	50.8	4	–	7	11
Worcester,	C	22	54.0	–	–	–	22
	A	22	50.8	4	–	7	11
Packers.	**C**	**22**	**54.0**	**–**	**–**	**–**	**22**
	A	**22**	**53.8**	**–**	**–**	**2**	**20**
Time-workers,	C	21	54.0	–	–	–	21
	A	21	53.9	–	–	1	20
Piece-workers,	C	1	54.0	–	–	–	1
	A	1	49.0	–	–	1	–
Springfield,	C	19	54.0	–	–	–	19
	A	19	54.0	–	–	–	19
Other municipalities,	C	3	54.0	–	–	–	3
	A	3	52.3	–	–	2	1
Printers.	**C**	**193**	**54.0**	**–**	**–**	**–**	**193**
	A	**114**	**51.6**	**15**	**2**	**31**	**66**
Time-workers,	C	59	54.0	–	–	–	59
	A	59	52.0	4	2	15	38
Piece-workers,	C	134	54.0	–	–	–	134
	A	55	51.2	11	–	16	28
Worcester,	C	105	54.0	–	–	–	105
	A	26	52.5	–	1	10	15
Springfield,	C	29	54.0	–	–	–	29
	A	29	51.7	4	–	7	18
Other municipalities,	C	59	54.0	–	–	–	59
	A	59	51.2	11	1	14	33
Other Occupations.	**C**	**55**	**53.1**	**8**	**–**	**–**	**47**
	A	**55**	**50.8**	**15**	**–**	**11**	**29**
Time-workers,	C	47	52.9	8	–	–	39
	A	47	50.7	13	–	9	25
Piece-workers,	C	8	54.0	–	–	–	8
	A	8	51.4	2	–	2	4
Worcester,	C	11	54.0	–	–	–	11
	A	11	53.5	–	–	3	8
Springfield,	C	16	54.0	–	–	–	16
	A	16	53.9	–	–	2	14
Other municipalities,	C	28	52.1	8	–	–	20
	A	28	48.0	15	–	6	7

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Other Paper Products.

Males.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — 48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
ALL OCCUPATIONS.	**C**	**2,225**	**53.8**	**57**	**1,011**	**554**	**377**	**156**	**57**	**13**
	A	**2,217**	**53.6**	**296**	**712**	**344**	**426**	**140**	**242**	**57**
PRODUCTIVE OCCUPATIONS.	**C**	**1,318**	**54.4**	**20**	**474**	**353**	**292**	**127**	**51**	**1**
	A	**1,314**	**53.4**	**185**	**373**	**218**	**266**	**94**	**130**	**28**
Calendermen.	**C**	**53**	**56.9**	**–**	**–**	**17**	**16**	**20**	**–**	**–**
	A	**53**	**49.6**	**14**	**15**	**–**	**15**	**5**	**2**	**2**
Time-workers,	C	52	56.9	–	–	17	16	19	–	–
	A	52	49.5	14	14	–	15	5	2	2
Piece-workers,	C	1	60.0	–	–	–	–	1	–	–
	A	1	53.7	–	1	–	–	–	–	–
Holyoke,	C	18	54.1	–	–	16	2	–	–	–
	A	18	53.3	1	14	–	–	–	1	2
Springfield,	C	14	56.4	–	–	–	14	–	–	–
	A	14	54.0	1	–	–	13	–	–	–
Other municipalities,	C	21	59.7	–	–	1	–	20	–	–
	A	21	43.1	12	1	–	2	5	1	–
Coaters.	**C**	**130**	**59.3**	**–**	**3**	**7**	**32**	**68**	**19**	**1**
	A	**130**	**57.2**	**15**	**8**	**5**	**28**	**27**	**42**	**5**
Time-workers,	C	130	59.3	–	3	7	32	68	19	1
	A	130	57.2	15	8	5	28	27	42	5
Springfield,	C	29	55.7	–	–	–	29	–	–	–
	A	29	52.8	3	–	–	26	–	–	–
Other municipalities,	C	101	60.4	–	3	7	3	68	19	1
	A	101	58.5	12	8	5	2	27	42	5
Coated Paper Mill Employees, *n. e. s.*	**C**	**89**	**57.3**	**–**	**–**	**15**	**29**	**19**	**26**	**–**
	A	**85**	**54.0**	**11**	**12**	**2**	**25**	**3**	**28**	**4**
Time-workers,	C	84	58.4	–	–	14	29	15	26	–
	A	84	56.6	11	12	1	25	3	28	4
Piece-workers,	C	5	58.8	–	–	1	–	4	–	–
	A	1	54.0	–	–	1	–	–	–	–
Holyoke,	C	10	54.0	–	–	10	–	–	–	–
	A	10	49.4	2	6	1	1	–	–	–
Springfield,	C	19	55.7	–	–	–	19	–	–	–
	A	19	48.9	6	1	–	12	–	–	–
Other municipalities,	C	60	60.1	–	–	5	10	19	26	–
	A	56	60.4	3	5	1	12	3	28	4
Color Mixers.	**C**	**52**	**55.4**	**–**	**8**	**16**	**26**	**2**	**–**	**–**
	A	**52**	**55.5**	**3**	**21**	**–**	**22**	**4**	**2**	**–**
Time-workers,	C	52	55.4	–	8	16	26	2	–	–
	A	52	55.5	3	21	–	22	4	2	–
Boston and vicinity,	C	7	57.3	–	–	–	7	–	–	–
	A	7	54.3	1	1	–	5	–	–	–
Holyoke,	C	16	54.0	–	–	16	–	–	–	–
	A	16	52.0	–	14	–	2	–	–	–
Springfield,	C	12	56.6	–	–	–	12	–	–	–
	A	12	57.1	–	–	–	12	–	–	–
Other municipalities,	C	17	55.1	–	8	–	7	2	–	–
	A	17	52.1	2	6	–	3	4	2	–
Cutters.	**C**	**159**	**53.5**	**5**	**59**	**69**	**18**	**8**	**–**	**–**
	A	**159**	**53.3**	**11**	**55**	**46**	**25**	**9**	**13**	**–**
Time-workers,	C	134	53.5	5	53	50	18	8	–	–
	A	134	53.3	9	48	33	23	9	12	–
Piece-workers,	C	25	53.3	–	6	19	–	–	–	–
	A	25	53.1	2	7	13	2	–	1	–

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Males — Continued.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — 48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
Cutters — Con.										
Boston and vicinity,	C	29	52.6	–	23	3	3	–	–	–
	A	29	52.3	1	21	3	4	–	–	–
Holyoke,	C	29	54.0	–	–	29	–	–	–	–
	A	29	51.9	4	3	19	2	1	–	–
Other municipalities,	C	101	53.6	5	36	37	15	8	–	–
	A	101	54.0	6	31	24	19	8	13	–
Foremen.	**C**	**65**	**52.8**	**1**	**36**	**16**	**10**	**1**	**1**	**–**
	A	**65**	**54.1**	**3**	**25**	**16**	**12**	**5**	**3**	**1**
Time-workers,	C	65	52.8	1	36	16	10	1	1	–
	A	65	54.1	3	25	16	12	5	3	1
Boston and vicinity,	C	15	51.3	1	12	–	2	–	–	–
	A	15	51.8	1	11	–	3	–	–	–
Other municipalities,	C	50	53.3	–	24	16	8	1	1	–
	A	50	54.8	2	14	16	9	5	3	1
Helpers.	**C**	**60**	**53.4**	**–**	**22**	**25**	**11**	**2**	**–**	**–**
	A	**60**	**52.0**	**6**	**21**	**18**	**10**	**1**	**4**	**–**
Time-workers,	C	60	53.4	–	22	25	11	2	–	–
	A	60	52.0	6	21	18	10	1	4	–
Boston and vicinity,	C	20	53.4	–	8	8	4	–	–	–
	A	20	51.5	2	7	6	5	–	–	–
Holyoke,	C	11	54.0	–	–	11	–	–	–	–
	A	11	51.9	1	4	5	1	–	–	–
Other municipalities,	C	29	53.2	–	14	6	7	2	–	–
	A	29	52.4	3	10	7	4	1	4	–
Machine Operators and Tenders.	**C**	**228**	**52.8**	**–**	**153**	**28**	**38**	**5**	**4**	**–**
	A	**228**	**53.8**	**34**	**81**	**19**	**50**	**13**	**21**	**10**
Time-workers,	C	211	52.8	–	141	26	38	2	4	–
	A	211	53.9	31	71	19	49	10	21	10
Piece-workers,	C	17	52.9	–	12	2	–	3	–	–
	A	17	51.8	3	10	–	1	3	–	–
Boston and vicinity,	C	21	56.7	–	1	–	20	–	–	–
	A	21	53.0	2	2	–	17	–	–	–
Holyoke,	C	12	54.3	–	–	8	4	–	–	–
	A	12	61.2	–	5	1	–	2	–	4
Springfield,	C	20	55.8	–	–	13	7	–	–	–
	A	20	55.4	1	2	10	6	–	1	–
Other municipalities,	C	175	51.9	–	152	7	7	5	4	–
	A	175	53.2	31	72	8	27	11	20	6
Pressmen.	**C**	**160**	**51.1**	**14**	**129**	**3**	**14**	**–**	**–**	**–**
	A	**160**	**49.0**	**46**	**79**	**10**	**15**	**4**	**6**	**–**
Time-workers,	C	145	51.1	14	114	3	14	–	–	–
	A	145	49.3	39	71	10	15	4	6	–
Piece-workers,	C	15	51.0	–	15	–	–	–	–	–
	A	15	46.3	7	8	–	–	–	–	–
Boston and vicinity,	C	61	50.9	–	61	–	–	–	–	–
	A	61	48.1	18	38	3	2	–	–	–
Springfield,	C	14	55.0	–	–	–	14	–	–	–
	A	14	52.6	2	3	1	8	–	–	–
Other municipalities,	C	85	50.6	14	68	3	–	–	–	–
	A	85	49.1	26	38	6	5	4	6	–
Printers, Wall Paper.	**C**	**43**	**56.4**	**–**	**–**	**17**	**26**	**–**	**–**	**–**
	A	**43**	**55.6**	**6**	**1**	**–**	**23**	**12**	**1**	**–**
Time-workers,	C	43	56.4	–	–	17	26	–	–	–
	A	43	55.6	6	1	–	23	12	1	–
Boston and vicinity,	C	10	57.2	–	–	–	10	–	–	–
	A	10	57.2	–	–	–	10	–	–	–
Other municipalities,	C	33	56.2	–	–	17	16	–	–	–
	A	33	55.1	6	1	–	13	12	1	–

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Males — Continued.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — 48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
Reelers.	**C**	**70**	**56.4**	–	**3**	**14**	**52**	–	**1**	–
	A	**70**	**55.1**	**5**	**5**	**9**	**43**	**7**	**1**	–
Time-workers,	C	69	56.5	–	2	14	52	–	1	–
	A	69	55.3	4	5	9	43	7	1	–
Piece-workers,	C	1	51.0	–	1	–	–	–	–	–
	A	1	41.8	1	–	–	–	–	–	–
Boston and vicinity,	C	6	57.2	–	–	–	6	–	–	–
	A	6	57 2	–	–	–	6	–	–	–
Springfield,	C	38	56.9	–	–	–	38	–	–	–
	A	38	54.8	3	2	–	33	–	–	–
Other municipalities,	C	26	55 5	–	3	14	8	–	1	–
	A	26	55.0	2	3	9	4	7	1	–
Rulers.	**C**	**42**	**53 2**	–	**13**	**23**	**6**	–	–	–
	A	**42**	**52.4**	**7**	**14**	**10**	**8**	–	**2**	**1**
Time-workers,	C	38	53 1	–	13	19	6	–	–	–
	A	38	52.4	7	11	9	8	–	2	1
Piece-workers,	C	4	54.0	–	–	4	–	–	–	–
	A	4	52.3	–	3	1	–	–	–	–
Boston and vicinity,	C	13	50.9	–	13	–	–	–	–	–
	A	13	48.9	4	9	–	–	–	–	–
Holyoke,	C	23	54.0	–	–	23	–	–	–	–
	A	23	53.7	3	5	10	2	–	2	1
Other municipalities,	C	6	55.0	–	–	–	6	–	–	–
	A	6	55.0	–	–	–	6	–	–	–
Other Occupations.	**C**	**167**	**53.4**	–	**48**	**103**	**14**	**2**	–	–
	A	**167**	**53.0**	**24**	**36**	**83**	**10**	**4**	**5**	**5**
Time-workers,	C	151	53.4	–	44	94	11	2	–	–
	A	151	53.3	20	31	76	10	4	5	5
Piece-workers,	C	16	53 4	–	4	9	3	–	–	–
	A	16	50.6	4	5	7	–	–	–	–
Boston and vicinity,	C	12	52.0	–	8	4	–	–	–	–
	A	12	50.1	2	6	4	–	–	–	–
Holyoke,	C	37	54.1	–	–	33	4	–	–	–
	A	37	55 6	1	7	25	–	–	1	3
Other municipalities,	C	118	53 3	–	40	66	10	2	–	–
	A	118	52.5	21	23	54	10	4	4	2
GENERAL OCCUPATIONS. PRODUCING DEPARTMENTS.	**C**	**732**	**52.2**	**36**	**453**	**162**	**62**	**19**	–	–
	A	**728**	**52.7**	**98**	**293**	**105**	**113**	**34**	**78**	**7**
Packers and Shippers.	**C**	**127**	**54.1**	–	**33**	**49**	**37**	**8**	–	–
	A	**127**	**54 6**	**13**	**13**	**36**	**39**	**12**	**11**	**3**
Time-workers,	C	121	54.1	–	33	43	37	8	–	–
	A	121	54.6	13	12	31	39	12	11	3
Piece-workers,	C	6	54 0	–	–	6	–	–	–	–
	A	6	53.2	–	1	5	–	–	–	–
Boston and vicinity,	C	9	52.4	–	5	3	1	–	–	–
	A	9	45.3	2	3	3	1	–	–	–
Holyoke,	C	18	54 0	–	–	18	–	–	–	–
	A	18	53 2	3	2.	10	–	2	1	–
Springfield,	C	32	55.1	–	–	1	31	–	–	–
	A	32	53 5	4	2	1	22	2	–	1
Other municipalities,	C	68	53 8	–	28	27	5	8	–	–
	A	68	56 5	4	6	22	16	8	10	2
Printers.	**C**	**186**	**50.9**	**33**	**128**	**22**	**3**	–	–	–
	A	**186**	**52 3**	**27**	**90**	**21**	**23**	**6**	**18**	**1**
Time-workers,	C	177	50.9	33	119	22	3	–	–	–
	A	177	52.5	25	83	21	23	6	18	1
Piece-workers,	C	9	51.0	–	9	–	–	–	–	–
	A	9	48.9	2	7	–	–	–	–	–

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Males — Concluded.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — 48 and under	Over 48 and under 54	54	Over 54 and under 60	60	Over 60 and not over 72	Over 72
Printers — Con.										
Boston and vicinity,	C	27	50.9	–	27	–	–	–	–	–
	A	27	48.4	4	23	–	–	–	–	–
Holyoke,	C	12	54.0	–	–	12	–	–	–	–
	A	12	51.3	2	4	6	–	–	–	–
Other municipalities,	C	147	50.6	33	101	10	3	–	–	–
	A	147	53.1	21	63	15	23	6	18	1
Truckers.	**C**	**53**	**52.2**	**–**	**35**	**16**	**–**	**2**	**–**	**–**
	A	**53**	**55.4**	**6**	**15**	**3**	**9**	**1**	**18**	**1**
Time-workers,	C	53	52.2	–	35	16	–	2	–	–
	A	53	55.4	6	15	3	9	1	18	1
Holyoke,	C	14	54.0	–	–	14	–	–	–	–
	A	14	53.7	3	1	3	1	–	5	1
Other municipalities,	C	39	51.6	–	35	2	–	2	–	–
	A	39	55.9	3	14	–	8	1	13	–
Other Occupations.	**C**	**366**	**52.2**	**3**	**257**	**75**	**22**	**9**	**–**	**–**
	A	**362**	**51.7**	**52**	**175**	**45**	**42**	**15**	**31**	**2**
Time-workers,	C	351	52.1	3	250	70	22	6	–	–
	A	351	51.8	49	171	41	42	15	31	2
Piece-workers,	C	15	53.8	–	7	5	–	3	–	–
	A	11	49.9	3	4	4	–	–	–	–
Boston and vicinity,	C	56	51.6	–	49	2	5	–	–	–
	A	56	48.8	8	41	2	5	–	–	–
Holyoke,	C	34	54.0	–	–	34	–	–	–	–
	A	33	52.4	6	2	22	–	–	2	1
Other municipalities,	C	276	52.0	3	208	39	17	9	–	–
	A	273	52.3	38	132	21	37	15	29	1
POWER, MECHANICAL, AND YARD FORCE.	**C**	**175**	**55.6**	**1**	**84**	**39**	**23**	**10**	**6**	**12**
	A	**175**	**59.0**	**13**	**46**	**21**	**27**	**12**	**34**	**22**
Engineers.	**C**	**17**	**57.2**	**–**	**4**	**3**	**5**	**2**	**3**	**–**
	A	**17**	**61.3**	**–**	**2**	**2**	**5**	**3**	**3**	**2**
Time-workers,	C	17	57.2	–	4	3	5	2	3	–
	A	17	61.3	–	2	2	5	3	3	2
Boston and vicinity,	C	1	57.3	–	–	–	1	–	–	–
	A	1	57.3	–	–	–	1	–	–	–
Other municipalities,	C	16	57.2	–	4	3	4	2	3	–
	A	16	61.6	–	2	2	4	3	3	2
Machinists.	**C**	**59**	**53.3**	**–**	**30**	**15**	**11**	**3**	**–**	**–**
	A	**59**	**54.1**	**8**	**23**	**9**	**5**	**3**	**11**	**–**
Time-workers,	C	59	53.3	–	30	15	11	3	–	–
	A	59	54.1	8	23	9	5	3	11	–
Boston and vicinity,	C	4	54.8	–	–	3	1	–	–	–
	A	4	54.8	–	–	3	1	–	–	–
Other municipalities,	C	55	53.1	–	30	12	10	3	–	–
	A	55	54.1	8	23	6	4	3	11	–
Other Occupations.	**C**	**99**	**56.7**	**1**	**50**	**21**	**7**	**5**	**3**	**12**
	A	**99**	**61.5**	**5**	**21**	**10**	**17**	**6**	**20**	**20**
Time-workers,	C	99	56.7	1	50	21	7	5	3	12
	A	99	61.5	5	21	10	17	6	20	20
Boston and vicinity,	C	2	55.5	–	–	1	1	–	–	–
	A	2	62.0	–	–	1	–	–	1	–
Holyoke,	C	17	56.4	1	–	12	1	–	–	3
	A	17	62.1	1	–	4	2	2	4	4
Other municipalities,	C	80	56.7	–	50	8	5	5	3	9
	A	80	61.3	4	21	5	15	4	15	16

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Females.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — Under 48	48	Over 48 and under 54	54	Over 54
ALL OCCUPATIONS.	**C**	**1,522**	**52.7**	**6**	**2**	**632**	**882**	**–**
	A	**1,522**	**49.0**	**341**	**10**	**663**	**497**	**11**
PRODUCTIVE OCCUPATIONS.	**C**	**1,328**	**52.7**	**3**	**1**	**567**	**757**	**–**
	A	**1,328**	**49.0**	**299**	**10**	**563**	**446**	**10**
Binders.	**C**	**52**	**53.5**	**–**	**–**	**8**	**44**	**–**
	A	**52**	**51.2**	**6**	**1**	**19**	**26**	**–**
Time-workers,	C	25	53.0	–	–	8	17	–
	A	25	49.6	5	–	9	11	–
Piece-workers,	C	27	54.0	–	–	–	27	–
	A	27	52.6	1	1	10	15	–
Boston and vicinity,	C	8	50.9	–	–	8	–	–
	A	8	48.4	2	–	5	1	–
Holyoke,	C	37	54.0	–	–	–	37	–
	A	37	51.8	3	1	10	23	–
Other municipalities,	C	7	54.0	–	–	–	7	–
	A	7	50.9	1	–	4	2	–
Cone and Tube Makers.	**C**	**85**	**53.8**	**2**	**–**	**–**	**83**	**–**
	A	**85**	**53.5**	**2**	**–**	**14**	**69**	**–**
Time-workers,	C	23	53.4	2	–	–	21	–
	A	23	53.2	2	–	1	20	–
Piece-workers,	C	62	54.0	–	–	–	62	–
	A	62	53.6	–	–	13	49	–
Boston and vicinity,	C	24	53.4	2	–	–	22	–
	A	24	53.4	2	–	–	22	–
Other municipalities,	C	61	54.0	–	–	–	61	–
	A	61	53.5	–	–	14	47	–
Cutters.	**C**	**129**	**52.2**	**–**	**–**	**75**	**54**	**–**
	A	**129**	**48.6**	**42**	**–**	**52**	**35**	**–**
Time-workers,	C	34	52.0	–	–	22	12	–
	A	34	51.0	2	–	22	10	–
Piece-workers,	C	95	52.3	–	–	53	42	–
	A	95	47.7	40	–	30	25	–
Boston and vicinity,	C	14	51.7	–	–	10	4	–
	A	14	49.7	1	–	11	2	–
Other municipalities,	C	115	52.3	–	–	65	50	–
	A	115	48.4	41	–	41	33	–
Forewomen.	**C**	**21**	**52.7**	**1**	**–**	**6**	**14**	**–**
	A	**21**	**50.9**	**2**	**–**	**7**	**12**	**–**
Time-workers,	C	21	52.7	1	–	6	14	–
	A	21	50.9	2	–	7	12	–
Boston and vicinity,	C	7	51.3	1	–	3	3	–
	A	7	51.3	1	–	3	3	–
Other municipalities,	C	14	53.4	–	–	3	11	–
	A	14	50.7	1	–	4	9	–
Inspectors.	**C**	**138**	**51.7**	**–**	**–**	**105**	**33**	**–**
	A	**138**	**48.4**	**25**	**1**	**88**	**24**	**–**
Time-workers,	C	130	51.8	–	–	97	33	–
	A	130	48.4	21	1	84	24	–
Piece-workers,	C	8	51.0	–	–	8	–	–
	A	8	48.3	4	–	4	–	–
Boston and vicinity,	C	77	51.2	–	–	71	6	–
	A	77	47.8	11	–	59	7	–
Other municipalities,	C	61	52.3	–	–	34	27	–
	A	61	49.2	14	1	29	17	–

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONTINUED.

Other Paper Products — Continued.

Females — Continued.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — Under 48	48	Over 48 and under 54	54	Over 54
Machine Operators and Tenders.	**C**	**196**	**52.3**	–	**1**	**111**	**84**	–
	A	**196**	**49.0**	**43**	**4**	**100**	**44**	**5**
Time-workers,	C	111	52.3	–	1	59	51	–
	A	111	49.1	20	4	47	35	5
Piece-workers,	C	85	52.2	–	–	52	33	–
	A	85	48.9	23	–	53	9	–
Boston and vicinity,	C	36	51.0	–	–	36	–	–
	A	36	46.7	7	3	25	1	–
Holyoke,	C	10	54.0	–	–	–	10	–
	A	10	52.7	–	–	3	7	–
Springfield,	C	45	54.0	–	–	–	45	–
	A	45	51.4	5	–	18	21	1
Other municipalities,	C	105	51.8	–	1	75	29	–
	A	105	48.5	31	1	54	15	4
Paper Novelty Workers.	**C**	**244**	**52.1**	–	–	**152**	**92**	–
	A	**244**	**48.0**	**67**	**2**	**127**	**47**	**1**
Time-workers,	C	113	51.3	–	–	103	10	–
	A	113	48.6	28	1	76	8	–
Piece-workers,	C	131	52.9	–	–	49	82	–
	A	131	47.4	39	1	51	39	1
All municipalities,	C	244	52.1	–	–	152	92	–
	A	244	48.0	67	2	127	47	1
Pasters and Labelers.	**C**	**53**	**52.2**	–	–	**30**	**23**	–
	A	**53**	**49.9**	**10**	–	**26**	**17**	–
Time-workers,	C	46	52 2	–	–	26	20	–
	A	46	50.2	7	–	22	17	–
Piece-workers,	C	7	51.9	–	–	4	3	–
	A	7	48.4	3	–	4	–	–
Boston and vicinity,	C	17	51 4	–	–	15	2	–
	A	17	48.7	3	–	12	2	–
Holyoke,	C	11	54.0	–	–	–	11	–
	A	11	53.1	1	–	1	9	–
Other municipalities,	C	25	52.0	–	–	15	10	–
	A	25	49.4	6	–	13	6	–
Sealers and Banders.	**C**	**54**	**52.9**	–	–	**19**	**35**	–
	A	**54**	**48.3**	**16**	**2**	**26**	**10**	–
Time-workers,	C	17	52.4	–	–	9	8	–
	A	17	47.8	5	–	9	3	–
Piece-workers,	C	37	53.2	–	–	10	27	–
	A	37	48.6	11	2	17	7	–
Holyoke,	C	15	54.0	–	–	–	15	–
	A	15	50.9	3	–	3	9	–
Other municipalities,	C	39	52.5	–	–	19	20	–
	A	39	47.3	13	2	23	1	–
Sorters and Counters.	**C**	**135**	**54.0**	–	–	**2**	**133**	–
	A	**135**	**43.5**	**66**	–	**25**	**43**	**1**
Time-workers,	C	117	53.9	–	–	2	115	–
	A	117	42.1	66	–	20	30	1
Piece-workers,	C	18	54.0	–	–	–	18	–
	A	18	52.9	–	–	5	13	–
Boston and vicinity,	C	2	54.0	–	–	–	2	–
	A	2	54.0	–	–	–	2	–
Holyoke,	C	38	54.0	–	–	–	38	–
	A	38	49.0	7	–	17	14	–
Other municipalities,	C	95	53.9	–	–	2	93	–
	A	95	41.1	59	–	8	27	1

TABLE G. — CUSTOMARY AND ACTUAL WEEKLY WORKING TIME: BY OCCUPATIONS — CONCLUDED.

Other Paper Products — Concluded.

Females — Concluded.

Occupation Classification.	Customary (C) or Actual (A) Hours	Total Number of Employees	Average Weekly Hours	Number of Employees Whose Weekly Hours of Labor were — Under 48	48	Over 48 and under 54	54	Over 54
Other Occupations.	**C**	**221**	**53.1**	**–**	**–**	**59**	**162**	**–**
	A	**221**	**51.4**	**20**	**–**	**79**	**119**	**3**
Time-workers,	C	159	52.7	–	–	57	102	–
	A	159	50.7	17	–	69	70	3
Piece-workers,	C	62	53.9	–	–	2	60	–
	A	62	53.2	3	–	10	49	–
Boston and vicinity,	C	40	51.7	–	–	24	16	–
	A	40	50.1	4	–	20	16	–
Holyoke,	C	50	54.0	–	–	–	50	–
	A	50	51.0	6	–	13	31	–
Springfield,	C	14	54.0	–	–	–	14	–
	A	14	52.1	1	–	5	8	–
Other municipalities,	C	117	53.0	–	–	35	82	–
	A	117	51.9	9	–	41	64	3
GENERAL OCCUPATIONS, PRODUCING DEPARTMENTS.	**C**	**194**	**52.7**	**3**	**1**	**65**	**125**	**–**
	A	**194**	**49.0**	**42**	**–**	**100**	**51**	**1**
Packers.	**C**	**86**	**53.3**	**–**	**–**	**15**	**71**	**–**
	A	**86**	**48.5**	**22**	**–**	**33**	**31**	**–**
Time-workers,	C	45	53.3	–	–	8	37	–
	A	45	47.6	11	–	14	20	–
Piece-workers,	C	41	53.3	–	–	7	34	–
	A	41	49.6	11	–	19	11	–
Boston and vicinity,	C	7	50.0	–	–	7	–	–
	A	7	50.0	–	–	7	–	–
Other municipalities,	C	79	53.6	–	–	8	71	–
	A	79	48.4	22	–	26	31	–
Other Occupations.	**C**	**108**	**52.2**	**3**	**1**	**50**	**54**	**–**
	A	**108**	**49.4**	**20**	**–**	**67**	**20**	**1**
Time-workers,	C	86	51.9	3	1	47	35	–
	A	86	49.4	12	–	58	15	1
Piece-workers,	C	22	53.6	–	–	3	19	–
	A	22	49.6	8	–	9	5	–
Boston and vicinity,	C	44	50.6	3	–	39	2	–
	A	44	49.9	5	–	37	2	–
Holyoke,	C	20	54.0	–	–	–	20	–
	A	20	49.7	4	–	4	12	–
Other municipalities,	C	44	53.0	–	1	11	32	–
	A	44	48.9	11	–	26	6	1

VII.

SPECIMEN FORM OF SCHEDULE USED IN THIS INQUIRY

[L-51]

CONFIDENTIAL

IDENTIFICATION No.....

The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

CHARLES F. GETTEMY
DIRECTOR

RATES OF WAGES, EARNINGS, AND HOURS OF LABOR

1. Industry,..... 2. Specific Product, ...

3. Number of employees when running full time during week ending, ...

	Men.	Women.	Minors — Under 16. Boys.	Girls.	Totals.
(a) Time-workers, . . .	.....	.....	.....	.....	.....
(b) Piece-workers, . . .	.....	.....	.....	.....	.....
Totals, ...	.....	.....	.....	.....	.....

4. Working hours. Total hours a week,.....

(a) Full days,.....A.M. to.....P.M... .....minutes for lunch.

(b) Saturdays, ...A.M. to.....P.M.....minutes for lunch.

5. Wages and hours for week ending,.....191 .

Department and Occupation.	Time Workers (T), or Piece-Workers (P)	Number of Employees				Full Time			Actual Time Made and Earnings in Week		Rate of Pay per* .....
		Men	Women	Minors		Days per Week	Hours				
				Boys	Girls		Day	Week	Hours Worked	Earnings	
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* Insert here the unit of payment.

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